



MRS. HELEN BUMPHEY, who spoke to the BCTF Conference on Continuous Progress, is shown here working with students in her Year Two class (see story below).

—Photo courtesy of ARBOS

BRITISH COLUMBIA TEACHERS' FEDERATION

NEWSLETTER

MARCH 1967

VANCOUVER, B.C.

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PROTEST NOT OVER

Teachers to fight Bill 25

Quebec's teachers have vowed to continue their fight against Bill 25, which took away their right to strike, and fixed salary scales which are as much as \$900 lower than those in force before the strikes.

One result of the fight so far is that the treasuries of the three teachers' organizations in Quebec have been depleted. Teachers' organizations in the other provinces are providing financial assistance.

A special levy to assist the Quebec teachers will be discussed at the BCTF Annual General Meeting, to be held later this month.

The Quebec controversy goes back to the days of the Lesage government, which embarked on a program of social and educational reform.

The Parent Commission was established to study the educational system and to recommend improvements. Its report led to Bill 60 which, among other things, gave teachers the right to consultation on all educational matters, the right to collective bargaining and the right to strike. The bill also established a Ministry of Education for the first time, redistributed some school districts and instituted a new formula for financing education

to provide more equality of educational opportunity.

As a result of Bill 60 the teachers' organizations became more militant in negotiating salaries. The agreements of the two Catholic organizations, the Provincial Association of Catholic Teachers (English), and the Corporation des Instituteurs Catholiques (French), were based on the calendar year. Those of the Provincial Association of Protestant Teachers were based on the school year.

Negotiations of the Catholic teachers resulted in several

(See Page 6)

Conference told

'Must tailor programs to individuals'

Teachers can never hope to meet students' individual needs and interests until they are free to select their own teaching materials and work out a program that is 'just right' for the unique individuals in their classes, says an authority on continuous promotion.

Mrs. Helen Bumphrey told the BCTF conference on Continuous Progress: 'We can't be serious about meeting the needs of the individual as long as we make the slow child and the bright child read the same reader and plow through the same workbooks, with the fast ones being a few stories ahead.'

'We can't be serious about meeting the needs of the individual as long as we go through a series of teaching lessons covering a course

that was supposedly just right for all eight-year-olds 20 years ago.'

Mrs. Bumphrey carries on an individualized instruction program in her Year Two class at Holliston School, Saskatoon.

She has written extensively on individualized instruction, speaks widely on the subject and is currently involved in making a film in her classroom showing her individualized program in action. The film is being made by the Saskatchewan Teachers' Federation.

Mrs. Bumphrey told the BCTF Conference on Continuous Progress that the two greatest stumbling blocks in the way of working out programs that truly meet individual differences are large classes and lack of such facilities as instructional materials centers.

The other featured speaker at the conference, held in Eric Hamber Secondary School, was Dr. Maurie Hillson, professor of Education at Rutgers — the State University of New Jersey.

Dr. Hillson warned that educators should take a cautious approach to such new developments as continuous promotion. 'Educational change cannot be and should not be sustained by mere enthusiasm,' he said.

'By necessity it must rest on the evidence that clearly indicates continuous progress education to be a better way of doing things. As of this moment, everything points to this being the case.'

Dr. Hillson said research data indicate strongly that when a serious effort has been given to creating a well-developed form of continuous progress education, and it is measured against its graded counterpart, the youngsters in the continuous progress program achieve significantly better in all measures of school work.'

OPEN MINDS PRODUCE RESULTS

Agreement at Abbotsford

By DES GRADY

Director of Economic Welfare

Neither negotiation nor arbitration provided a solution to some of the problems confronting Abbotsford teachers last fall.

Consequently, on January 9, the Abbotsford Teachers' Association adopted a motion setting February 1 as the beginning of a 'work to rule' policy. As of that date teachers would be available for duty only as prescribed in Section 4.19 of the Rules of the Council of Public Instruction.

Section 4.19 reads: 'Every teacher in the public schools shall be in the classroom or on the school premises during the fifteen minutes in the forenoon and the five minutes in the afternoon that immediately precedes the time prescribed for opening of school in the forenoon and afternoon respectively, unless absent because of illness or other unavoidable causes.'

The school board was notified

of the decision and paid advertisements were placed in the local newspaper.

Of chief concern were: (1) excessive periods of supervision created by the school bus timetable; (2) general working conditions; and (3) the void created when contract negotiations had to be carried on with an outside agent rather than with representatives of the school board.

Subsequent meetings with the board led to proposals which were acceptable to both parties. The outcome proved that reasonable persons meeting with open minds can produce solutions to mutual problems.

It also proved that a harried bargaining agent scurrying from district to district is a poor substitute for the direct representatives of employers and employees meeting together at reasonable times and conferring in good faith with respect to salaries, bonuses and other terms and conditions of employment.

The representatives of the school board and teachers' association produced a joint release stating:

(1) The board objective is to have buses arrive at school no earlier than 8 a.m. and to leave school no later than 4 p.m.

(2) Secondary school pupils will no longer be dropped at elementary schools to await another bus.

(3) The Department of Education will be asked to approve revised school hours for two elementary schools to prevent excessive traveling and waiting time for pupils.

(4) Three additional stenographers and two relieving teachers will be employed.

(5) Mail and deliveries will be made directly to schools.

(6) An attempt will be made to improve telephone services to schools.

(7) Additional administrative staff will be employed in the

school board office to deal with requisitions.

(8) Provision has been made to ensure that schools are adequately equipped.

(9) A joint committee of school board representatives and association representatives will meet with the secretary-treasurer and district superintendent every second month. The school board committee will report back to the full school board.

(10) The school board chairman will recommend that the board meet as a committee of the whole with the association representatives for contract negotiations.

On January 30 the recommendations were accepted by the association and the 'work to rule' recommendation was withdrawn. The fact that there are now established procedures for joint meetings of trustees and teachers should help considerably to avoid future crises.

BRITISH COLUMBIA TEACHERS' FEDERATION NEWSLETTER

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Member

EDPRESS

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Who Lost?

Teachers in Quebec are now back at work, after a strike in which their solidarity startled the public from coast to coast.

The right to strike, freely accorded to them by the Lesage government, has been curbed until June 30, 1968. Their salaries are to be fixed in terms of a government-decreed scale which raises salaries by \$400 a year for teachers with lower qualifications (roughly equivalent to the EC level in B.C.), but which imposes maxima for highly qualified teachers which are \$800 and \$900 lower than those previously established. After 1968 there is to be a new system of collective bargaining on the provincial level.

The teachers obviously lost the battle against the infamous Bill 25 of Premier Daniel Johnson's Union Nationale government. They claim, however, that they have not yet lost the war — that they will never accept the bill, that they will go on fighting through every legal channel open to them until the legislation is repealed. If the bill itself could not be defeated, perhaps the government which is responsible for it can be.

The real loss, however, is surely that of the people of Quebec. One important bulwark of the French-Canadian social revolution—the revolution of rising expectations—was to have been education reform. 'Teachers are the primary artisans of educational reform,' stated the Parent Royal Commission on Education in its report on which so much of the province's social reform is based. Education reform cannot be achieved by bullying its artisans.

The economic and professional benefits sought by the teachers were as much for the children's sake as for their own. The higher professional standards which such improved benefits would have supported would have helped to produce the better educated generation that Quebec so badly needs. As matters stand now, Quebec's chances of attaining meaningful self-emancipation have been seriously diminished.

For Quebec's sake let us hope the teachers win the war and win it soon.

Strange Thinking

We were dismayed by the news that B.C.'s representatives to a meeting of the Canadian School Trustees Association voted for a resolution which would have had school boards throughout the rest of the country blacklist teachers from Quebec. Fortunately, more intelligent head prevailed and the resolution was defeated.

The action of the B.C. trustees was at best vindictive and shortsighted. If supported, it could have been a tragic denial of something school trustees are supposed to stand for — equality of educational opportunity.

From first hand conversations with English-speaking Quebec teachers, we know that some of them are convinced that the quality of education in their province will suffer as a result of the restrictions imposed by the government. They want to relocate elsewhere, therefore, not for personal gain, but so that their children can obtain a proper education. Our enlightened trustee representatives would have denied the children that opportunity.

We know, too, that some of the teachers who want to move are actually B.C. teachers, born, raised and educated in our province. It is strange thinking indeed that would attempt to prevent these native sons from returning home.

The cries we hear from school boards about not being able to find qualified teachers certainly sound hollow in view of the action of the trustee representatives. If their attitude is typical of that of trustees generally, it is obvious that the quality of teaching B.C.'s children are to receive is less important than seizing an opportunity to put teachers in what some trustees think is their place.

Raising Hell

The Honorable Arthur Laing, Minister of Indian Affairs, said in a recent TV appearance that he did not blame Canadian Indians for 'raising a little hell' to draw attention to their needs.

He is more charitable than some newspaper editorial writers, who have criticized the BCTF for taking a firm stand against large classes.

We, like the Indians, shall go on raising a little hell until serious attention is paid to the needs of children for a classroom environment in which they can be treated as individuals.



"Man . . . this is relaxing after being in a crowded classroom all day!"

Class size problem

By CHARLIE OVANS
 General Secretary

Class size is a two-fold problem. This fact was brought to light through the reply of the Courtenay School Board to a letter from Bill Allester, BCTF Director of Professional Development.

The BCTF letter congratulated the board on its decision to reduce significantly the size of classes in the district.

The board will be watching with interest to see whether this policy will, in fact, result in a marked improvement in the learning situation in our schools, the Courtenay reply read in part.

Reducing the size of classes is only a means to an end — the end of better education. Teachers can reasonably look to trustees to provide classes small enough to permit attention to individual differences.

At the same time trustees can reasonably expect teachers to take advantage of small classes to create a learning environment that truly accepts and caters to children as individuals.

Letters to the Editor

CAMPBELL RIVER

Sir:

The Campbell River District Teachers' Association congratulates the teachers in Howe Sound, Kitimat, and Powell River. 'Contract Capsules' in the December issue reports substantial gains for education in the fields of class size, sick leave, sabbatical leave, and teacher aides.

Commendation is also due those school boards involved for having sufficient foresight to accede to teacher recommendations. In spite of the obvious enthusiasm with which such moves will be greeted, one fact remains unalterable—the bargaining table was the catalyst.

We teachers in Campbell River are proud to work for a board that institutes progressive moves without prodding from our association.

On several fronts, trustees in School District No. 72 have moved on their own with full approval from the local association. Campbell River is committed to a policy of reducing the pupil-teacher ratio. In Campbell River Senior Secondary, 20 teachers present lessons to 272 pupils — a ratio of one to 14. This ratio is possible by offering students the widest possible range of courses. Admittedly, however, this favorable ratio will jump to approximately one to 17.6 with increased enrollment next year. At the Junior Secondary School, a staff of 49 teachers is provided for 926 students; the ratio is one to 19.

Unfortunately, our elementary class ratio is not as favorable as that of the secondary. This is due in large part to the rapid population increase and the building program lag in this boom town. A provincial government tight money policy has, naturally, done nothing to alleviate this problem. However, in spite of the restrictive government entitlement formula, the board is continuing its efforts to hire above entitlement and reduce class sizes.

Through board efforts, attempts have been made to further lighten the burden of large class sizes by hiring teacher aides and lay assistants. To date, help has been available on several levels. The Senior Secondary has one part-time teacher aide, while the Junior Secondary has utilized the services of a part-time lay assistant. Of particular value has been the work of lay assistants at the kindergarten level. Although aides and assistants have been hired on a part-time level thus far, an expanded program is envisaged at all levels in the near future.

On yet another front this district has seen fit to introduce, on its own initiative, a form of educational leave for qualified teach-

ers who wish to pursue approved educational activities. The pilot project, started in the school year 1965-66, provides up to \$12,000 for up to two percent of the teaching force. If the response is good, the board has indicated it will consider expanding the program as the demand requires.

Let us hasten to conclude that this letter has not been an attempt to eulogize the board of School District No. 72 (it is far from perfection); nor was it meant to detract from what other districts are doing. Rather, it is an attempt to point out that not all boards have to be intimidated at the bargaining table, or necessarily intimidated at all. Perhaps the time has come for teachers to realize this fact, and for both boards and associations to engage in frank and open discussion of their mutual aims in education.

A. B. WILLIAMS,
 Public Relations Officer,
 Campbell River District Teachers' Association.

VANCOUVER

Sir:

When the Representative Assembly debated the issue of fees for 1967-68 it was evident that an increase of \$10, from \$55 to \$65 would be adequate for the year ahead.

I believe that the most important activity of the Federation this year is the class-size campaign. Success in this campaign will bring an immediate benefit to those of us with heavy teaching loads. We must ensure that the campaign is adequately financed.

During the debate on fees these questions were raised: Will a fee of \$65 be sufficient to finance the class-size campaign? In addition will it allow the hiring of two more staff officers? Will it allow

ALBERT STEWART

Teachers underpaid and overworked

Teachers are grossly underpaid and badly ill-treated, says Richard J. Needham, columnist for the Toronto Globe and Mail.

Needham told an Ontario teachers' convention that a good classroom teacher is worth \$15,000 to \$20,000 a year.

Teachers are overworked. They should teach half the day and have the other half free to talk with students and prepare lessons,' said Needham.

Needham also said teachers should have two months of real holidays, as opposed to attending summer school.

He also suggested that teachers should have offices, and that schools should have common rooms where teachers and students could mix.

Several universities offer financial assistance to teachers who want to undertake graduate studies in education. Here is information received recently from several sources.

SPECIAL CONVENTION INSERT

2,000 expected to attend AGM

Two thousand teachers are expected to attend the 46th annual convention of the B.C. Teachers' Federation to be held in the Bayshore Inn, March 27-31.

The Annual General Meeting business sessions will be held on Monday, Tuesday and Wednesday, March 27. The first business session will begin at 9:30 the same morning. There will be an evening session on the Monday, which will be followed immediately (9:30 p.m.) by the President's Reception.

About 2000 teachers are expected to attend the convention, 500 of whom will be official local association delegates to the Annual General Meeting. The others will attend the PSA meetings.

Delegates to the AGM will discuss resolutions submitted by local associations and recommendations submitted by BCTF committees.

The 25 resolutions to be debated compare with 67 resolutions last year. The drop is a result of a new resolutions procedure adopted this year, in which most resolutions are submitted directly to BCTF committees for immediate action.

Registration for the convention will begin at 8:00 a.m. Monday, March 27. The first business session will begin at 9:30 the same morning. There will be an evening session on the Monday, which will be followed immediately (9:30 p.m.) by the President's Reception.

The annual Delegates' Dinner will be held at 7:30 p.m., Tuesday, March 28. Tickets for the dinner will be distributed Tuesday morning on the basis of one ticket per delegate, not one per delegate's card.

There will be no pooling of traveling expenses this year. The Executive Committee discontinued this form of travel assistance in favor of increased grants to local associations to enable them to send more delegates to the convention.



BCTF PRESIDENT Harley Robertson talks to Vancouver newsmen during press conference to announce the Federation's class size campaign. The campaign has received good coverage.

Annual Meeting Timetable

Monday, April 11 — Bayshore Inn

8:00 a.m.— Registration (Foyer)

9:00 a.m. to 12:00 noon— Provincial Teachers' Medical Services Annual Meeting. (Ferguson Room)

9:30 a.m. to 12:00 noon— B.C. Teachers Credit Union Annual Meeting. (Mai Tai Room)

9:30 a.m. to 12:00 noon— (1) Annual General Meeting, First Session. (Ballroom)

2:00 p.m. to 5:30 p.m.— (2) Annual General Meeting, Second Session. (Ballroom)

7:30 p.m. to 9:30 p.m.— (3) Annual General Meeting, Third Session. (Ballroom)

8:00 p.m. to 10:00 p.m.— B.C.T.F. Co-operative Association Annual Meeting. (Mai Tai Room)

9:30 p.m. to 11:00 p.m.— President's Reception. (Thompson Room)

Tuesday, April 12 — Bayshore Inn

9:30 a.m. to 12:30 p.m.— (4) Annual General Meeting, Fourth Session. (Ballroom)

2:30 p.m. to 5:30 p.m.— (5) Annual General Meeting, Fifth Session. (Ballroom)

7:00 p.m.— Delegates' Dinner.

Presentation of Charlesworth Memorial Scholarship.

Presentation of G. A. Ferguson Memorial Award.

NOTE: Tickets for Delegates' Dinner will be available on Tuesday morning at the Registration Desk.

Wednesday, April 13 — Bayshore Inn

9:30 a.m. to 12:30 p.m.— (6) Annual General Meeting, Sixth Session. (Ballroom)

Election of officers will begin promptly at 9:30 a.m.

2:30 p.m. to 5:30 p.m.— (7) Annual General Meeting, Seventh Session. (Ballroom)

7:30 p.m. to 10:00 p.m.— (8) Annual General Meeting, Eighth Session. (Ballroom)

Class size campaign up for discussion

Important decisions affecting the Federation's 'war on class size' will be made at this year's Annual General Meeting, to be held in the Bayshore Inn.

Delegates will vote on two recommendations with regard to class size, both of which have come from the Executive Committee.

The Executive will recommend that no teacher teach regular classes of 40 or more pupils starting next September and that the BCTF support morally and financially any teacher who refuses to teach such a class.

These recommendations are part of a major campaign on class size now being conducted by the BCTF.

The publicity campaign was launched January 27 at a press conference in the BCTF building. The conference was well attended by representatives of Vancouver press, radio and television.

Press releases on the campaign have been distributed to all newspapers and radio stations throughout the province and President Harley Robertson has appeared several times on television and

radio, including open line radio shows.

Staff officers have met with MLAs of different parties to discuss the class size issue and a brochure outlining the problem is now in preparation. The brochure will be distributed widely throughout the province.

Admittance cards required

Admission to sessions of the Annual General Meeting will be by admittance card only.

Any BCTF member is welcome to attend any or all of the sessions, but he must obtain an admittance card at the registration desk.

The Convention Committee points out that it dislikes red tape as much as anyone, and that the registration desk is a necessity at the convention, not more red tape.

ATHLETIC FED. TO MEET

The first annual meeting of the B.C. Federation of School Athletic Associations will be held during the BCTF Easter Convention.

The meeting will be held at 1:30 p.m., Wednesday, March 29, in the Ferguson Room of the Bayshore Inn. A feature of the meeting will be a panel discussion entitled 'Are Finals at the Provincial Level Essential to Our Co-Curricular Athletic Program?'

Decisions will be made concerning the Dominion Finals of high school boys' curling, uniform eligibility rules for B.C., extension or curtailment of provincial finals, suitable seasons for various sports, the annual membership fee and a Canadian Federation of School Athletic Associations.

Scholarships available to teachers

Several universities offer financial assistance to teachers who want to undertake graduate studies in education. Here is information received recently from several sources.

The University of Toronto offers assistantships worth up to \$6000 and opportunities for casual employment on various research projects.

Information and application forms are available from Professor J. G. Scott, Committee on Student Financial Awards, Ontario Institute for Studies in Education, 102 Bloor Street West, Toronto 5, Ontario.

Scholarship and Fellowship Committee, 151 Slater Street, Ottawa 4, Ontario.

The University of Alberta offers assistantships and fellowships of \$2100 to \$3300, plus remission of instructional fees, to graduate students in education.

Programs are offered by the Department of Educational Administration, Educational Foundations, Educational Psychology, Elementary Education, Secondary Education, and Industrial and Vocational Education.

Information is available from any of these departments, Faculty of Education, University of Alberta, Edmonton.

Information is available from The Canadian Commonwealth

The Canadian Commonwealth Scholarship and Fellowship Committee administrators Canadian Government scholarships available to people with at least a bachelor's degree. Candidates must be under 35 as at October 1, 1967.

Awards may be made for two academic years and usually include expenses of travel, living, and studying.

Information is available from The Canadian Commonwealth

Figures to June 30, 1966

Federation income totals \$914,059

WHERE YOUR MONEY WENT 1966

The B.C. Teachers' Federation took in \$914,059.85 and spent \$747,898.69, leaving a surplus of \$166,161.16 in the year ending June 30, 1966, the annual statements show.

The following is a breakdown of income and expenditure:

BCTF received from		
Fees	\$818,260.91	
B.C. Teacher—Subscriptions	32,571.93	
Advertising	31,403.76	
Interest on Investments and Miscellaneous	6,770.65	
Lesson Aids	22,457.55	
Property (net)	2,595.50	\$914,059.85

And paid out for		
Canadian Teachers' Federation	\$ 28,241.65	
Convention and AGM	14,057.78	
Departments and Committees	84,512.69	
General	147,589.07	
International Assistance	15,802.00	
Magazine	43,550.66	
Salaries	292,844.06	
Salary Indemnity and Benevolent Fund	80,590.20	
Traveling	40,710.58	\$747,898.69

And therefore had a surplus of \$166,161.16

Federation books are open to every member

BCTF members may at any time, either by letter or in person, examine any financial statements or question any expenditure or fiscal policy of the Federation. The statement summarizes the financial operations last year. The main items in the larger areas of expenditure were as follows:

• Departments and Committees		
Lesson Aids	\$ 24,672.12	
Representative Assembly	12,553.36	
Public Relations and Education Week	10,564.35	
Agreements	8,984.36	
Executive Committee	7,313.80	
In-Service Special Projects	5,739.07	
Curriculum Committee	3,859.37	
In-Service Education Committee	2,924.34	
Summer Conference	2,311.21	

• General		
Rent	\$ 39,750.00	
Stationery, Supplies, and Printing	36,686.15	
Grants	26,217.00	
Telephone and Telegraph	10,991.51	
Depreciation—Furniture and Equipment	10,483.60	
Postage and Express	7,765.34	
Legal	7,177.81	

• Magazine		
Printing	\$ 37,226.37	
Commissions on Advertising	3,685.85	
Mailing	2,285.68	
Sundry	351.76	

• Salaries		
Non-Administrative	\$140,110.80	
Administrative	124,102.32	
Pension Contributions	13,442.32	
President	11,256.70	

• Salary Indemnity and Benevolent Fund		
Salary Indemnity Claims	\$ 79,010.00	
Benevolent Fund Loans	1,580.20	

• Traveling		
Administrative Staff	\$ 14,315.36	
District Councils	12,553.01	
President and Vice-President	6,275.15	
Conferences	4,617.15	

B.C. falls behind

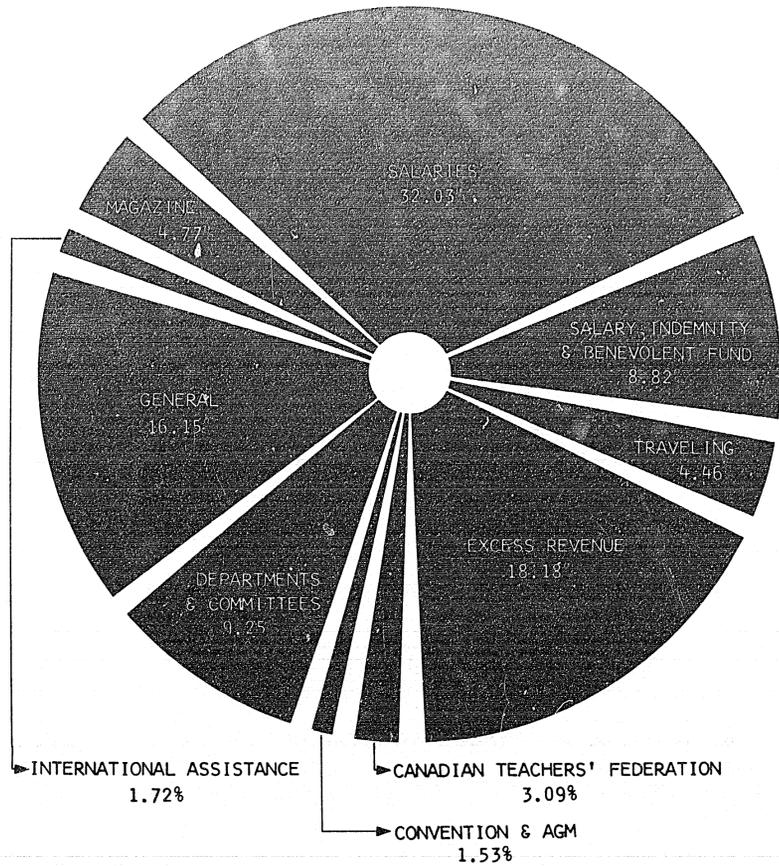
B.C. is not supporting education to the same extent as the less able provinces of Canada.

In 1963, the year for which the latest federal statistics are available, B.C. ranked second in personal income per person or in the ability to finance education. In the same year, B.C. ranked fourth in the number of students enrolled per 1,000 of the labor force,

(i.e., B.C. ranked fourth in educational burden).

Although B.C. was second in the expenditure per pupil (\$415), B.C.'s educational effort as measured by personal income versus the expenditure per pupil was only third in Canada.

As a comparison, Alberta ranked fourth in personal income per capita but first in expenditure per pupil (\$462) and first in educational effort.



Resolutions reflect teacher dissatisfaction

Ten of the 25 resolutions submitted by local associations to the AGM deal with teaching and learning conditions.

The resolutions confirm the growing dissatisfaction of teachers with the conditions in which they and students must work, says BCTF President Harley Robertson.

The ten resolutions call for such things as more clerical help in the schools, the provision of

AGM NOTICE BOARDS

Notice boards will be placed near the registration desk indicating the rooms in which school district and local association personnel are located.

Any local association which does book a room at the Bayshore Inn for the convention is asked to notify the registration desk of the number of the room.

STAFF INTERVIEWS

During the convention week many teachers will want to interview members of the administrative staff.

Because the staff officers have duties in connection with the convention, teachers are asked to arrange appointments through the staff members at the registration desk.

Forestry books now available

The third in a series of illustrated booklets offering information on forest management and conservation in B.C. is now available free of charge to every student and teacher in the province.

MacMillan Bloedel Limited has published Full Use of the Timber Crop, a booklet for teachers, and a shorter version entitled Making the Most of the Forest Harvest, for students.

The previous booklets in the series were Management of Forest Lands in British Columbia and Building Better Forests in British Columbia, for teachers, and Modern Forest Management Through Tree Farm Licenses and Forests Forever, for students.

Inquiries should be addressed to E. D. Stroyan, MacMillan Bloedel, Harmac Division, Nanaimo.



EDUCATION MINISTER L. R. Peterson, left, and Frank Beinder, of Trail, president of the B.C. School Trustees Association, will be guest speakers at the 1967 AGM, to be held in the Bayshore Inn, March 27-31.

Specialist Association Meetings

Monday, March 27

ADMINISTRATORS
Lady Alexandra Floating Restaurant.
9:00 a.m. to 4:00 p.m.—Business Meeting.

COUNSELLORS
Mai Tai Room, Bayshore Inn (Joint meeting with Special Counsellors).
1:00 p.m. Registration.
1:30 p.m. Address: 'Group Guidance—Family Life' — Mr. H. H. Guest, Supervisor of Guidance and Counselling for Winnipeg School Board.
2:15 p.m. Questions and Discussion Period.
2:30 p.m. Business Meeting.

MODERN LANGUAGES
York Room, Georgia Hotel.
9:30 a.m. Feature Speaker, Jean-Paul Vinay, Department of Linguistics, University of Victoria. Professor Vinay is known through his CBC television series, 'Speaking French', and through his publications including The Canadian Dictionary of French and English.

Monday, March 27 to Wednesday, March 29

MATHEMATICS
Brockton Room, Bayshore Inn.

MONDAY:
9:30 a.m. to 12:00 p.m.—Business Meeting.
2:30 p.m. to 3:00 p.m.—Film: Beginning Number Concepts.
3:15 p.m. to 3:45 p.m.—Film: Decimal Numeration System.

TUESDAY:
9:30 a.m. to 10:00 a.m.—Film: Addition and its Properties.
10:15 a.m. to 10:45 a.m.—Film: Multiplication and its Properties.
11:00 a.m. to 11:30 a.m.—Film: Subtraction.
2:00 p.m. to 2:30 p.m.—Film: Division.
2:45 p.m. to 3:15 p.m.—Film: Addition and Subtraction Algorithms.

WEDNESDAY:
9:30 a.m. to 10:00 a.m.—Film: Multiplication Algorithms and the Distributive Property.
10:15 a.m. to 10:45 a.m.—Film: Division Algorithms.
11:00 a.m. to 11:30 a.m.—Film: The Whole Number System—Key Ideas.
2:00 p.m. to 3:15 p.m.—Film re-runs at request.
National Film Board Film Loops.

Tuesday, March 28

LIBRARIANS
Mai Tai Room, Bayshore Inn.
9:00 a.m. Registration.
9:30 a.m. Business Meeting.
11:00 a.m. Address: 'The Unusual in Science Fiction' — Miss S. A. Egoff.
12:00 p.m. Luncheon.
AFTERNOON: Trip to Coquitlam and New Westminster (50¢ per person).

Wednesday, March 29

RETIRED TEACHERS
Regency Room, Hotel Georgia.
9:30 a.m. Business Meeting.
12:30 p.m. Luncheon. Film: Power Development in Northern B.C., by B.C. Hydro.
Address: Dr. Harry Lennox, Minister, Kerrisdale Presbyterian Church.

Wednesday, March 29 and Thursday, March 30

COMMERCE
WEDNESDAY:
Mai Tai Room, Bayshore Inn.
1:00 p.m. Registration.
1:30 p.m. Business Meeting and Election of Officers.

THURSDAY:
Sir Winston Churchill Secondary School.
9:00 a.m. Talk and Demonstration on the Computer.
10:35 a.m. Workshops.
(a) Practical Work on Computer.
(b) Junior — Standards and Continuous Progress; Place of Business Fundamentals.
(c) Senior — Bookkeeping Panel; Review of Curricula and Texts.
1:30 p.m. Workshops.
(a) Practical Work on the Computer.
(b) What is to be Taught in the Junior Secondary and How is This to be Correlated with the Senior Program.
2:35 p.m. Workshop.
(a) Practical Work on the Computer.
(b) What is to be Taught in the Junior Secondary and How is This to be Correlated with the Senior Program.

Thursday, March 30

ART
Mai Tai Room, Bayshore Inn.
9:00 a.m. Business Meeting.
12:00 p.m. Luncheon (\$2.50 per person).
1:30 p.m. Discussion Groups.

CLASSICS
Sir Winston Churchill Secondary School.
1:00 p.m. Business Meeting.
1:30 p.m. Address: 'Recent Trends in Teaching Latin, Especially Waldo Sweet Method' — Dr. Peter Smith, University of Victoria. Slides and viewers will be provided by F. W. Robinson, Sentinel Secondary School, West Vancouver.

ENGLISH
Georgia Hotel.
8:30 a.m. Registration.
9:00 a.m. (a) Resume of Problems in Censorship — J. W. Satterthwaite.
(b) Report on Working Conditions — R. Morris.
(c) Group Discussions.
11:15 a.m. Business Meeting and Election of Officers.
11:45 a.m. Luncheon. Speaker — Professor A. Carpenter, Department of English, University of Victoria.
1:45 p.m. (a) Presentation of Curriculum Philosophy as applied to the New English 12 course (emphasis on language) — Professor E. Macaree, Department of English, UBC.
(b) Group Discussions.

INTERMEDIATE
Georgia Hotel.
9:00 a.m. Business Meeting.
10:30 a.m. Address — Dr. L. J. Peter, Co-ordinator of Programs for the Emotionally Disturbed, University of Southern California. Reactions and Discussion.
12:15 p.m. Luncheon (Members \$2.00; non-members \$3.00).
1:30 p.m. Panel Discussion on work of Pupil Personnel Services Committee. Panel: Dr. Myrre Nevison, Faculty of Education, UBC; J. Loucks, principal, Eastview Elementary School, North Vancouver; L. A. Winch, special counsellor, Vancouver, and President, B.C. Counsellors' Association; W. V. Allester, BCTF Director of Professional Development.

OCCUPATIONAL PROGRAM
Avon Room, Devonshire Hotel.
9:00 a.m. Registration and Welcome.
9:45 a.m. Report of Occupational Science Resources Material Committee.
10:30 a.m. Address: 'The Vocational School and Applicants from the Occupational Program' — E. C. Redmond, Vice-principal, B.C. Vocational School, Nanaimo.
1:30 p.m. Election of Officers.
2:00 p.m. Address: 'Open-endedness' — D. Craig Gillespie, Faculty of Education, UBC. Discussion.

PRIMARY
Fraser Room, Bayshore Inn.
9:00 a.m. Business Meeting and Reports.
12:00 p.m. Luncheon.
AFTERNOON: Address: 'The Role of the Reader in Our Language Arts Program' — Miss Clea Baldwin, author, Stories of Fun and Adventure. Display — Pupil crafts and teaching aids.

SCIENCE
Sir Winston Churchill Secondary School.
9:00 a.m. Business Meeting.
11:00 a.m. Address — Dr. Murray Newman, Director, Vancouver Public Aquarium.
12:30 p.m. Luncheon — Delmar (approx. \$2.00).
2:00 p.m. Recent Developments in Science Curriculum Revision.
3:00 p.m. Section Meetings.
Ferguson Room, Bayshore Inn.
7:30 p.m. Informal Discussion and Social Evening.

SHOP
Sir Winston Churchill Secondary School.
8:30 a.m. Registration.
9:00 a.m. Business Meeting and Election of Officers.
12:00 p.m. Luncheon — Blueboy Motor Hotel. Address: 'Trends in Industrial Education' — Dr. Porter, University of Western Washington. (Tickets \$2.50 and \$1.50).
1:30 p.m. Manufacturing Demonstrations and Displays.

SOCIAL STUDIES
Ferguson Room, Bayshore Inn.
9:00 a.m. Registration.
9:30 a.m. Address: 'The Team Teaching Experiment at John Marshall High School, Portland' — Mr. Carlson, followed by questions and discussion.
11:00 a.m. Reports on Some Local Experiments.
12:30 p.m. Luncheon — Brockton Room.
2:00 p.m. Business Meeting.

SPECIAL EDUCATION
Sir Winston Churchill Secondary School.
9:00 a.m. Registration.
9:30 a.m. Address: 'The Educationally Handicapped' — Dr. Elden Bond, Professor of Special Education, Western Washington State College, Bellingham; followed by a discussion.
11:45 a.m. Display of Art Work by Retarded Children.
11:30 a.m. Tour of G. F. Strong Rehabilitation Center.

Thursday, March 30 and Friday, March 31

HOME ECONOMICS
THURSDAY:
Thompson-MacKenzie Room, Bayshore Inn.
9:00 a.m. Registration.
9:30 a.m. Demonstration, Audio-visual Aids.
10:00 a.m. Speaker: J. Jupp, Coordinator of Secondary School Technical and Vocational Education, Department of Education.
11:00 a.m. Television and Home Economics — J. Tothill, Head of Instructional TV, Cowichan School District.
12:00 p.m. Luncheon.
Address: 'Vocational Chef Training Beyond High School' — Mr. Bateman.
2:00 p.m. Special Program on Fashion — Miss Mildren Ryan, Educational Director, McCall's Corporation, New York.

FRIDAY:
B.C. Hydro Auditorium.
9:00 a.m. Business Meeting.
10:45 a.m. Address: 'In Tune with the Times' — Representative of B.C. Hydro.
12:00 p.m. Luncheon — Grosvenor Hotel.
1:45 p.m. Fashion Show — Vancouver Secondary School Girls.
2:10 p.m. Address: 'The Changing Laundry Basket' — Representative of B.C. Hydro.
3:30 p.m. Address: 'The Growth of the Fabric Tree' — Mr. W. G. Cedar, of The Bay.



DR. GERALD NASON, Secretary-Treasurer of the Canadian Teachers' Federation, acknowledges applause of Quebec teachers when he ad-

ressed them during height of strike. His announcement of support from CTF affiliates drew standing ovation.

Lessons aids have phonics, arithmetic games available

Attractive phonics and arithmetic games are available to primary teachers through Lesson Aids.

The games come packaged three to a set, and there are two or three sets for each of the first three grades, graduated in difficulty.

An error in the Elementary Lesson Aids Catalog gives the impression that the phonics games refer to the old readers.

They do not. They are useful with the new readers.

The games were drawn by a professional artist and printed commercially. Each set sells for 65c.

Phonics games include:

Grade 1, Set 1 — No. 8031

Initial consonants and blends;

vowels.

Grade 1, Set 2 — No. 8032

Final consonants; vowels; 'ai'

ladder game.

Grade 2, Set 1 — No. 8033

'ea,' 'kn'; vowels.

Grade 2, Set 2 — No. 8034

Blends and digraphs.

Grade 2, Set 3 — No. 8426

Final 'e' — all vowels.

Grade 3, Set 1 — No. 8035

Triple blends, soft 'g'.

Grade 3, Set 2 — No. 8036

Sumxes, soft 'c'.

Arithmetic games include:

Grade 1, Set 1, No. 8422 and Set

2, No. 8423

Addition, subtraction equations,

graduated in difficulty.

Grade 2, Set 1, No. 8424 and Set

2, No. 8425

Addition, subtraction and multi-

plication equations.

Grade 3, Set 1, No. 8427 and Set

2, No. 8428.

Multiplication, division, frac-

tions.

QUEBEC FIGHT

Continued from Page 1 strikes which received nationwide publicity. No Protestant teachers struck because they were only beginning their negotiations.

The introduction of Bill 25 by the Union Nationale government resulted in demonstrations throughout the province, including a one-day 'study session' of the bill by all teachers, including those of the PAPT.

A previous ruling by the government had limited salary increases in the rural areas to 2.9%. Bill 25 would make this restriction apply in Montreal also.

The bill also proposed to fix teachers' salaries until June 1968 and to remove the right to strike during that period. The provincial salary scale to be imposed would grant increases of \$400 to teachers with the lowest qualifications, but would reduce maximum salaries for highly qualified teachers by as much as \$900. No teachers were to suffer cuts; those on maximum would 'mark time' until the salary scales caught up with them.

At the height of the controversy, CTF Secretary-Treasurer Dr. Gerald Nason addressed a CIC rally in French, pledging the support of teachers from coast to coast. He was greeted with a standing ovation by the French teachers.

(CIC is the largest teachers' group in Quebec — about 50,000 — and is the only teachers' organization in Canada which does not belong to CTF.)

Telegrams of support poured in from every other teachers' organization in the country, and Peter Calkin, CTF's Publications Officer, kept the organizations fully informed of developments.

Despite massive opposition inside and outside of the Legislature, Bill 25 was passed and the teachers returned to work under protest.

Some of the worst features of the bill were removed. Teachers were permitted to keep the salaries last offered by the school boards, and provision was made to allow them to recover 70% of the earnings they had lost during the strike by working overtime and on Saturdays.

The teachers have vowed to continue the fight. Their organizations have appealed to them to stay in Quebec to help oppose the government. Despite this, some are planning to move to other provinces. The BCTF office has had 25 inquiries from Quebec teachers.

Some Quebec teachers are convinced that the quality of education in their province will suffer as a result of Bill 25.

Teachers in the other provinces are asked to check with their organizations before accepting a teaching position in Quebec. There is no boycott of Quebec by teachers, but those now in Quebec want any of their colleagues thinking of moving there to be fully aware of the situation.

CONTRACT CAPSULES

WITHHOLDING CLAUSES GONE

There will be no problems in Mission School District regarding the future application of 'withholding or withdrawing an increment' clauses.

Mission teachers terminated the 1966 agreement and proposed a 1967 agreement omitting the offending clauses. No negotiated agreement was concluded and the matter was referred to arbitration. During the arbitration hearing the teachers sought the exclusion of the clauses in total while the school board sought the imposition of modified clauses.

In its ruling the arbitration board supported the teachers. The clauses became extinct and the penalized teachers were restored to normal placement.

EXPERIENCE CREDIT

A minimum of eight months of full-time employment during a school year is required to obtain credit for one year's teaching experience.

Two periods each of six months or more in B.C. public schools can be combined to constitute one year's experience.

Part-time teachers employed on an annual basis may accumulate pro rata credit over a period of years for increment purposes; e.g., a person who teaches 40% of the time for two full school years would qualify for one year's experience credit.

Wright Elected

We regret that, in our listing last month of teachers who had won public office, we omitted the name of Ken Wright, re-elected for his fifth term as Alderman in New Westminster.

A 34-frame color film strip of the Canadian Pavilion at Expo '67 and an accompanying brochure will be sent soon to all schools in the province having intermediate and/or secondary grades.



John Prior (center), his wife Caroline, and L. R. Peterson, Minister of Education, in 1964, admiring the Fergusson Memorial Award, presented to John by the 1964 AGM.

JOHN PRIOR AUDITORIUM

The auditorium in the new wing of the B.C. Teachers' Building will be named the L. John Prior Auditorium, in recognition of the outstanding contribution to the profession of the late John Prior.

Mr. Prior was president of the BCTF in 1951-52 and of CTF in 1953-54. He twice headed Canadian delegations to assemblies of WCOTF. He also represented CTF at the International Bureau of Education in Geneva, and for six years served as the CTF representative on the Canada-U.S. Commission on Education.

He also served as a director of the Canadian Education Association.

His keen interest in teachers' organization affairs resulted in his being instrumental in the forming of teachers' organizations in the Northwest Territories and in the Yukon.

Mr. Prior was very active in local association and BCTF affairs, first in the Okanagan Valley and later in Burnaby. He was particularly well known for his work in public relations.

The 1964 Annual General Meeting bestowed on him the Fergusson Memorial Award, the highest honor the BCTF awards.

Mr. Prior died last July at the age of 52.

large segments of teaching force are without protection

SICK LEAVE: reappraisal needed

By JURD KIRBY
Assistant Director of Economic Welfare

Present sick leave regulations grant one day for each month of service, limited by a maximum usable benefit of 100 days in any one year. The accumulation of unused benefits is valid only in the district in which the service took place.

An examination of the statistical evidence from the Canada Sick Leave Survey, a study of the experience of the BCTF Salary Indemnity Plan, and a study of two years' sick leave experience in the Vancouver School District reveals that the practice of granting sick leave on the basis of length of service creates glaring inadequacies in protection.

The present system of granting leave is unrelated to the incidence of illness. Moreover, linking accumulation of leave to one school district and applying a yearly usable maximum further weakens the provision.

The disparity between coverage and need leaves large segments of the teaching force without protection: the beginning teacher, the teacher new to the province, the teacher new to a school district, and the teacher who suffers an extended illness.

During the 1963-64 school year, 2,646 teachers began or returned to service in B.C. These teachers would have received no sick leave at the beginning of the year and would have accumulated it at the rate of one day a month only; therefore, should any of them have become ill during that year they probably would have suffered some loss of salary.

In the same year 3,013 teachers in B.C. began teaching in a new district. Of these 1,887 had moved from one school district to another or had come from outside the province. All these people had minimal protection and therefore would have suffered some salary loss if they had taken ill.

NEEDS NOT MET

Tying sick leave benefits to service not only ignores the vagrant nature of illness but is also contrary to the probabilities of financial need. Generally speaking, teachers with little service, and hence little accumulated leave, are at a minimum earning level and, because they have just completed a rather expensive training period, have few or no financial reserves. At this stage of their career an extended illness could be a disaster.

Our study of evidence from the Canada Sick Leave Survey, BCTF Salary Indemnity Fund records and the Vancouver School District records revealed that an average of 2.5% of the aggregate teaching days per year are lost as a result of illness, but only about 2% of the aggregate school days are covered by sick leave provisions. The difference between absences and coverage does not appear to be great, but the loss of salary may represent a fair proportion of the income of the teachers involved.

BCTF Salary Indemnity claims for 1965-66 indicate that 207 teachers had disability days for which they had no sick leave coverage. These periods ranged from one to 160 days, and amounted to a total of 11,882 disability days not covered by sick leave provisions. These figures do not give a true picture of the inadequacy, however, because there is a minimum waiting period of 10 days before salary indemnity is paid; therefore, most of the small losses are not represented in the totals given.

MATTER OF LUCK

Whether or not present sick leave provisions can serve an individual teacher is a matter of fortune. Regulations governing sick leave are not flexible enough to fit all reasonable demands. Because the duration of illness shows no significant increase until around retirement age, the idea of granting sick leave on the basis of service is at best discordant.

If we were to have adequate protection on the basis of the present formula, annual allocations would have to be available at the beginning of each year and the number of days allowed would have to be increased three-fold. In addition, accumulations of sick leave would have to be made without limit and such accumulations would have to be transferable from one school district to another.

Even if we won these major adjustments to present provisions, we should still find individuals who were not adequately covered, because the formula would still be based on length of service.

A better and more logical approach to solving our sick leave problem is to have a formula which grants leave in relation to the need for it. This we could call the insurance approach. Implicit in this insurance concept is that the employer would pay the full cost of such coverage.

Mathematics publications available

Teachers, supervisors, college students and librarians at all grade levels can obtain any of the publications of The National Council of Teachers of Mathematics by writing to the address given below and asking for a brochure.

The list of titles in print covers all aspects of teaching and evaluating mathematics for pupils at all levels. The publications of the NCTM are specially commissioned to meet the needs of today's children.

Recent yearbooks include the 29th: Topics in Mathematics, in which the background of ideas basic to our elementary school courses is thoroughly explained and related. The 27th and 28th yearbooks are on enrichment for the elementary and senior grades respectively.

Pamphlets on the use of the overhead projector, polyhedron models for the classroom, and the twelfth grade pre-college mathematics program are also available.

The ordering service for the NCTM publications is provided by the B.C. Association of Mathematics Teachers. All mail orders are shipped on a credit basis and satisfaction is guaranteed. Prices of available publications vary from 35c to \$4.00.

NCTM members receive a dollar discount on hardcover books, and, in addition, often receive complimentary copies of pamphlets designed for the mass audience.

For brochures write: J. F. Clark, 21054 Clark Avenue, R.R. #3, Langley.

Most workers still on eight-hour day

A Vancouver Board of Trade summary of 286 working agreements involving 120,415 employees reports that 94 percent of those persons still work an 8 hour day and a 40 hour week.

Only 2.8 percent work a 7½ hour day and a 37½ hour week.

Nine statutory holidays are enjoyed by 81 percent of the workers, 10 holidays by 11 percent and 8 or fewer by 7 percent.

Of 74,220 employees who may receive paid vacations of three and four weeks, 54 percent must work for five years to receive three weeks and 20 years to receive four weeks.



JURD KIRBY

Film series popular

Schools which want to use 'The Incredible Forest' film series next school year should requisition it now.

The Visual Education Branch of the Department of Education has indicated that the film series has been so popular that it has been booked solidly for the remaining months of this school year.

The films were originally a series of 12 half-hour television programs produced by MacMillan Bloedel Limited.

The series, which has drawn rave reviews, covers the forest products industry from the botanical development of a tree to the selling of the finished product in the markets of the world. There are no commercials.

INSURANCE PRINCIPLE

The committee believed that the insurance approach to sick leave coverage would overcome most of the shortcomings of present provisions. It therefore recommended that the existing policy statements on sick leave be replaced by the following:

1. That all teachers should be protected against loss of pay which would result from absence due to illness.
2. That 200 days of coverage should be provided for absences resulting from one continuous sickness.
3. That the Public Schools Act should be amended to improve present minimum sick leave guarantees and to make permissive better coverage on a school district basis.
4. That local associations should seek from their school boards sick leave benefits which are based on the insurance principle and which are in addition to those guaranteed by statutory provisions.

The Executive Committee will submit these recommendations to the Annual General Meeting.

Present sick leave provisions cost school boards about 1.25% of the total salary bill. The additional cost of an adequate sick leave plan, based on the insurance principle, would be less than ½ of 1% of the total salary bill.

We have traditionally sought increased benefits through the avenue of local negotiations. Logically, therefore, the cost of increased sick leave benefits should be a matter for discussion at the local bargaining table. This accounts for the fourth recommendation.

CHANGES IN ACT

The committee also recognized that provincial government education policy has been to provide sufficient funds to guarantee minimum standards throughout the province. At the same time, the government has recognized that it is desirable for local authorities to provide, at their own expense, additions and embellishments according to local aspirations. We could expect, then, that the government would be consistent in the field of sick leave.

The committee believes it would be reasonable to expect changes in the Act to bring minimum guarantees for sick leave coverage up to those which prevail in other government jurisdictions. It would also be reasonable to expect changes in the regulations, to make local initiative clearly permissive. This accounts for the third recommendation.

Some districts have already negotiated improvements. Nanaimo, Cowichan and Coquitlam have achieved a form of sick leave insurance which provides benefits over and above those guaranteed by statute. These districts have set up a pool or bank from which teachers who have exhausted their sick leave benefits can draw additional benefits. Howe Sound School District provides a yearly allotment of sick leave days which is over and above those specified by statute.

The committee recognizes that we may achieve a great variety of sick leave benefits through local efforts and that policy statements should be of such a nature that they can embrace all the various plans and yet set forth desirable goals. This accounts for the first and second recommendations.

The insurance approach to sick leave offers teachers better benefits. The decision of whether or not to adopt that approach rests with the AGM.

Indonesia needs books

As a result of changed circumstances in the country, the National Teachers' Organization of the Republic of Indonesia is playing a greater role in solving educational problems in that country.

To equip its officers and members for its new role, the organization is attempting to establish an educational library, and needs current or recent publications in such areas as school administration, financing and curriculum.

Books can be shipped at low cost by sea, book parcel rate. They should be marked 'gift — educational materials — text books,' and addressed to: Persatuan Guru Republik Indonesia, c/o M. E. Subandinata, President, Djalan, Tanah Abang Piga 24, Djakarta, Indonesia.

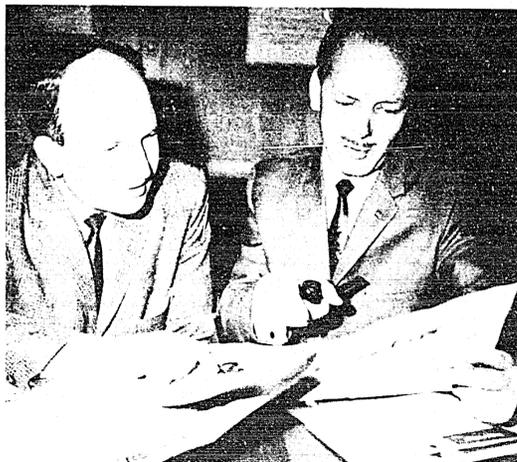
BCTF to push policy on certification

Acting on a resolution from the Surrey Teachers' Association, the Executive Committee has decided to push policy statement 40.09.

The statement reads: 'The BCTF exert all possible pressure on school boards and on the Department of Education to discourage the assignment of under-certified teachers to secondary schools.'

In this regard, teachers are reminded of statement 40.02 which reads: 'That the BCTF invite from its members evidence that any duly qualified teacher has had an application on file with a school board at the time that an under-certified teacher was hired by that board.'

The school boards and district superintendents will be reminded of BCTF policy on assigning teachers to secondary schools.



NORMAN GOBLE, Deputy Secretary-Treasurer of CTF (right), discusses with Vancouver teacher Norman Ornes possibilities for press publicity for the WCOTF Assembly to be held at the Hotel Vancouver, August 2-9. Ornes is a member of the BCTF committee making the arrangements for the Assembly, and will be in charge of a group welcoming delegates at the Vancouver International Airport. The Assembly is expected to attract 800 delegates from 94 countries.

PENSION POINTERS

Q. I understood that the Teachers' Pension Plan and the Canada Pension Plan had been integrated and that my total pension contribution was approximately 6% of salary. Why were my January pension deductions more than 6% of salary?

A. Teachers' Pension Plan contributions are made in 10 equal installments throughout the year. They are calculated at 4½% on the first \$5000 salary and 6% on salaries above \$5000.

Canada Pension Plan contributions are not deducted in 10 equal installments. Contributions are based upon 1.8% of salary between \$600 and \$5000, but the deductions are made from salary above \$600 per year as it is received until the maximum contribution (\$79.20) has been made. In consequence, total deductions may now be in excess of 6% but later in the year they will fall below the 6% figure when Canada Pension contributions have been completed.

SAMPLE DEDUCTIONS

Teacher's January Salary	Canada Pension Deduction	Payments completed in:
\$1000	1.8% (\$1000 - \$60) = \$16.92	May
900	1.8% (900 - \$60) = 15.12	June
800	1.8% (800 - \$60) = 13.32	June
700	1.8% (700 - \$60) = 11.52	September
600	1.8% (600 - \$60) = 9.72	November
500	1.8% (500 - \$60) = 7.92	December

Q. If I am employed by two or more school districts in a year, does each one deduct for Canada Pension Plan?

A. Yes—even though your total deductions may amount to more than \$79.20.

Q. Can I recover these over deductions?

A. Yes—see Section 67 of the T-1 Short Individual Income Tax Return. Also, Section 24 of the Guide to T-1 Short for instructions on how to claim.

Q. If I worked only part of a year and my contributions were less than \$79.20, can I pay this to the Plan myself?

A. No. Contributions are based on earnings only.

Q. Are contributions exempt from Income Tax?

A. Yes. You can claim them as a deduction. On the other hand, when you draw benefits they count as taxable income.

Small classes best for beginners

The results of a year-long study aimed at improving ways of keeping good teachers in the teaching field was released recently from the office of State Superintendent Louis Bruno, Olympia, Washington.

The report is a combined effort of five school districts, six colleges and universities, and the state school office, involving more than 400 people. The study was financed mainly by a grant from the U.S. Office of Education.

Basis for the project was the problem that teachers, unlike almost any other professionals, begin at the top. The teacher in his first day has exactly the same responsibilities as the most experienced teacher on the staff, with no transition period.

The State of Washington has developed and maintained a leadership role in the training of its teachers. In this time of shortage of good teachers, efforts must be made to build better career teachers,' Bruno explained.

'This project indicates that we need to make even more effort in time and money in working closely with beginning teachers. For instance, the study shows that beginning teachers decline in quality of teaching performance and attitudes during the first two months of teaching.'

Within the study four groups of beginning teachers were matched for grade level, district employing, and achievement in student teaching. The four groups were given the following treatments:

Group 1 — 25% released time, to be used for regularly scheduled

conferences, following observations, with an experienced district supervisor or helping teacher.

Group 2 — 25% released time, to be used observing experienced master teachers and conferring afterward with those teachers.

Group 3 — A reduction in pupil load of approximately 25%. No released time.

Group 4 — The Control Group. These were aware of the nature of the study and considered as part of the experiment to neutralize the 'Hawthorne Effect.' They received no special treatment beyond that regularly provided to all beginners in their districts.

Significant for the BCTF class size campaign is the fact that by

the end of the school year most improvement in the quality of teaching performance was made by Group 3 with whom the variable was the reduction of 25% in class load.

In particular the reduced class load seemed to make it possible for the beginners to develop a good classroom climate with active student participation and also more effectively to use measurement to improve teaching and learning.

In total, the study indicated the desirability of giving beginning teachers a reduced pupil load and released time for the purpose of observing experienced teachers and conferring afterward with them.

WCOTP NEWS

All sessions of this year's WCOTP assembly will be open to interested B.C. teachers.

The assembly will hold plenary and discussion group sessions August 2-9 in the Hotel Vancouver.

The opening ceremony will begin at 10:30 a.m. on Wednesday, August 2. Prime Minister Pearson is expected to attend to welcome the delegates to Canada.

A highlight of the opening ceremony will be the Presidential address of Sir Ronald Gould, who has been described as one of the few real orators in the English-speaking world today.

The flags of all 94 member countries of WCOTP will be featured at the opening ceremony.

Other meetings will be held both before and after the assembly.

The International Council on Health, Physical Education and Recreation will meet July 28-August 2.

The WCOTP Committee on Technical and Vocational Education will hold a seminar on July 31 and August 1 entitled 'The Transition from School to Work.'

On July 31 and August 1 there will also be a seminar for education writers who work for newspapers and magazines throughout the world.

On August 10-11 the WCOTP Committee on Audio-Visual Instruction will meet and will visit some schools in the Greater Vancouver area.

★ ★ ★

Local Association contributions to the WCOTP travel assistance fund now total \$8,351.

Contributing associations not listed in the last issue are Vancouver Administrators, Abbotsford, Richmond, Sooke, Fraser Canyon and Belbont Park.

The associations in the North Central District Council combined efforts to raise \$1,800 to bring one delegate from Uganda and one from the West Indies.

The NCDC associations include Williams Lake, Quesnel, Smithers, Burns Lake, Vanderhoof, Prince George and McBride.

★ ★ ★

No effort is being spared to make sure that WCOTP visitors are warmly welcomed to B.C. and to Canada.

Visitors who arrive by air, for example, will be met by Canadian teachers as they disembark from their aircraft and will be whisked

through customs and immigration checks. Special arrangements have been made for these and for the handling of the visitors' baggage. Some flights, especially those carrying VIPs, will be met with a band.

Arrangements are being made to show the visitors some aspects of Canadian life which are typical of our country. An all-day tour to Whistler Mountain will show them some of the scenery of B.C. and will conclude with a logging show and a salmon barbecue.

In addition, the delegates will be treated to an evening featuring ice hockey and figure skating.

All of the visitors and any members of their families will be hosted in the homes of teachers in the Greater Vancouver area in a 'Friendship Night.'

The city of Vancouver will proclaim an official 'World Teachers' Week' and has authorized such things as police escorts as required and welcoming banners in the downtown area.

★ ★ ★

Many of the WCOTP delegates from overseas countries will be people who now hold or have held influential positions with their national governments.

Sir Ronald Gould, President of WCOTP, was knighted for his contributions to education in the United Kingdom.

S. Natarajan, the vice-president, is an adviser to the government of India on educational matters.

D. C. Sharmand, leader of the Indian delegation, is a leading member of the Indian Parliament.

E. S. Youssef is the Minister of Education of the United Arab Republic.

J. M. Tubi and N. Adiko are leading members of the National Assemblies of the Democratic Republic of the Congo and the Ivory Coast respectively.

Dr. Louise Yim, leader of the Korean delegation, is a member of the National Legislature, a former cabinet minister, and a former Korean delegate to the United Nations.

The leader of the Taiwan delegation will be S. Tung-Min, speaker of the National Assembly.

The leader of the Liberian delegation will be Dr. D. Banks-Henries, wife of the speaker of the House of Representatives. Also attending from Liberia will be Senator Elizabeth Collins.

Retired teachers meet at Easter

By W. J. EADES

Some retired teachers apparently do not know that there is a Retired Teachers' Association.

In 1947 the Association was organized to work for improvement in pensions, which were at that time pitifully inadequate.

They have improved a great deal. Six times since 1951 pensions have been raised.

Retired teachers appreciate that these improvements are a result of the generous long-standing policy of the BCTF that pension revision shall apply to pensions already being paid.

The Association has not ceased to make pension improvement a major aim, but its activities have been expanded to include any matters which concern the welfare of its members.

Every retired B.C. teacher is eligible for membership in the Association. Currently the annual fee is \$1.00, regardless of place of residence.

An annual meeting is held during the Convention in Easter week. New members may register at that time or by contacting Miss Olga Elliot, Ste. 206-6026 Tisdall Street, Vancouver 13 (Tel. 266-4959).

Teachers retiring in June 1967 are given a warm invitation to become members immediately. We would like them to attend the Business Meeting and Annual Luncheon on March 29 at the Hotel Georgia (tickets \$2.00). The meeting begins at 9:00 a.m. If you plan to be there please contact Miss Elliot.

Present members will receive by mail information about the meeting.

Unethical to take payment for tutoring own students Teacher Exchange wanted

At its January 28-29 meeting, the Executive Committee declared it unethical for a teacher to accept payment for tutoring a pupil he teaches in one of his regular classes.

An exception will be made where the teacher is employed by a school board to instruct night school classes or 'cram' sessions

and one of his pupils is admitted to the class.

The Executive Committee's decision was made by endorsing a resolution from the Surrey Teachers' Association as an interpretation of Clause 3 of the Code of Ethics, which reads: 'The teacher shall recognize that a privileged relationship exists between the teacher and his pupils, and shall refrain from exploiting this relationship.'

The decision is the second one to place an interpretation on Clause 3. In 1964 the Executive Committee ruled it unethical for a teacher to sell in the school district in which he is employed school reference books or encyclopedias of any kind.

Want to teach in Australia? W. G. Sims, an Australian teacher of physics, chemistry and general science in a technical high school, wishes to exchange with a B.C. teacher beginning January 3, 1968.

The exchange would not have to be direct in terms of teaching subjects.

Mr. Sims owns a three-bedroom house with a swimming pool. It is near the beach and about four miles from the city center of Adelaide.

Mr. Sims' address is 21 Crispin Street, Fulham, South Australia.

Science fair this month

The Ninth Annual B.C. Youth Science Fair will be held March 25-28 on the fifth floor of the Hudson's Bay Company store in Vancouver.

The fair will be sponsored by the Vancouver Central Y's Men's Club and the daily Province newspaper.

The fair is an annual exhibition of student projects or experiments.

Prizes will be awarded in several categories, and the grand award will be an all-expense paid trip to Laval University, Quebec City, to compete in a Canada-wide science fair.

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