

Smaller the school . . .

. . . smaller the classes

B.C. secondary classes average 26.5 students

Secondary school class sizes in British Columbia range from a high of 83 to as low as three or four.

The average size of a secondary class in the province is 26.5 students.

Generally speaking, the smaller the school the smaller the classes and the smaller the student-teacher ratio.

These are some of the findings in Informational Report No. 4 on the secondary schools of British Columbia, produced by the B.C. Teachers' Federation.

The report, prepared by the BCTF's economic welfare division, is a statistical examination of class size, staffing practices

and organizational patterns in secondary schools.

Information was listed by sending questionnaires to every secondary school in the province. The return was 95.8 percent.

Jurd Kirby, assistant director of economic welfare, who worked on the preparation of the report, said the aim of the report was to get an accurate description of teaching and learning conditions on a provincial basis.

'Schools can now make school and district comparisons to find out what their position is in relation to other places,' he said.

Kirby emphasized that in compiling statistics for the report the federation has tried to remain

completely objective. 'We didn't try to put any bias on any of the information, but we leave it to the local authorities who are in full command of all the facts about their district to make the judgments.'

Kirby said the report shows that there is a varying need for staffing, according to the size of the school.

'Small schools seem to have to exceed the entitlement provisions by a considerable amount, they're as much as 10 per cent higher. The reason for this is quite simple, they try to offer the same courses and the same variety in their curriculum as the larger schools, but they don't have

enough teachers to do this.

'They are forced to run small classes of 12 or 14. This means that they need more teachers.'

Kirby said the report showed that there are large classes in every subject field, contrary to common belief.

'Just as an example, we have a guidance class with 83 students, a math class with 65 students, music 78, PE and health 75, science 68. The 48's and 50's are quite common in terms of large classes.'

Kirby said around 20 per cent of the classes seem to run 35 or better.

He added that though the average class size of 26.5 in the province could be regarded as good, 'embodied in an average are the two extremes and it's really the extremes we're concerned with, because it's here where the very good conditions or very poor conditions exist.'

With regard to the organizational patterns of the school, Kirby said the report showed that the smaller the school the smaller the classes and the smaller the pupil-teacher ratio.

As a result of that, the percentage of staff hired over the entitlement formula for paying grants was greater, so that there wasn't really a direct relation-

ship between the financial provision for hiring the teachers and the actual need for those teachers. Why for example should a school of 750 students receive grants for 32.6 teachers and one of 751 receive grants for 31.3 teachers?

'This varied, of course, according to the kind of organizational structure, by grade,' he said. 'There were 21 different grade combinations in 244 schools which ranged in secondary enrolment from less than 10 to more than 2000 and had 15 different timetable patterns.'

One thing that the report did show, added Kirby, was that there appears to be a determined effort on the part of rural school districts to provide the same number of course offerings as are available in large urban areas.

This increases costs because of the need for a more favorable pupil-teacher ratio and because facilities and equipment cannot be efficiently utilized.

However, Kirby added that there was no doubt that in such a situation, though it costs the local district more, the students were getting a better break, because they get more personal attention.

Kirby added that the report (Continued on Page 4)

BRITISH COLUMBIA TEACHERS' FEDERATION NEWSLETTER

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VANCOUVER, B.C.

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Four per cent

Lack of realism evident in trustee salary offers

By DES GRADY
Director, Economic Welfare

Since teachers opened negotiations by September 20 there has been little headway in negotiations for 1968 agreements.

The normal stall until after the trustees' convention in early October was once again apparent.

Then came infrequent and generally unproductive meetings as the itinerant school board agents began their peregrinations. Many of these agents are to be commended for their willingness to undertake punishing travel schedules.

Here the praise ends, as these agents must bear much of the blame for the current deadlock in negotiations. Provincially-briefed (September 8-9) and often provincially-appointed, these agents are a detriment to local settlements.

In 1966 a total of 10 paid agents were employed by school boards in 39 bargaining units. Twenty-one of the eventual 29 arbitrations occurred in districts with agents.

Generally the arbitration boards produced awards which could have been concluded in direct negotiations. School boards had to foot the arbitration costs including the extra fees of the agents. This year 12 agents are employed in 52 bargaining units.

We should at this stage, qualify our condemnation by stating that a few of the agents, K. Martin in particular, have a reasonable record for concluding agreements.

Nevertheless, even the most convincing salesman cannot produce results if his price is not right and if his employer is unconcerned about whether a sale is concluded.

At press time the trustee general position is that a 4% salary increase is fair and just for teachers for 1968.

The lack of realism in this proposal may be recognized by a glance at a few facets of the teachers' case. Without dwelling

Bob Smith dies at 71

A teacher who was honored by the B.C. Teachers' Federation in 1961 for his outstanding service to education, died October 25.

He was Robert Reid (Bob) Smith, 71, who served as principal of five Vancouver elementary schools during 40 years with the Vancouver schools system. In 1961 he received the federation's Ferguson Memorial Award which is given annually to a federation member who has made an outstanding contribution to education.

Mr. Smith received the award primarily for his work on the federation's pension committee on which he served from 1944 to 1959 and for his work in the establishment of the B.C. Teachers' Federation Co-operative.

Active in federation affairs, he was president of the B.C. Teachers' Federation in 1952-53. He was also a past president of the Point Grey Teachers' Association, the Vancouver Schools Administrators' Association, the Vancouver Teachers' Council and the B.C. Teachers' Association.

THE RATE OF WAGE AND FRINGE BENEFIT CHANGES FOR MAJOR CONSTRUCTION UNIONS IN B.C. AND TEACHERS' SALARIES,* 1962-67 (BCSTA EXHIBIT)

Occupation	1962 Per Hour	1967 Per Hour	Percent Change
Sheet Metal Workers	\$3.30	\$4.25	28.8
Plumbers	3.48	4.51	29.6
Painters (Spray)	3.29	4.32	31.3
Ironworkers (Structural)	3.42	4.52½	32.3
Cement Masons	3.00	4.00	33.3
TEACHERS*	\$5,456	\$7,220	32.3

TRUSTEE CONCLUSION:

Teachers have fared reasonably well in relation to others in this five-year period.

TEACHER CONCLUSION:

Why were the following trades omitted from this exhibit? They were reported in the original source.

Occupation	1962 Per Hour	1967 Per Hour	Percent Change
Laborers	\$2.36	\$3.56	50.8
Teamsters	2.60	3.66	40.8
Carpenters	3.14	4.69	49.4
Plasterers	3.27	4.62	41.3
Operating Engineers	3.38	4.58	35.5
Electricians	3.75½	5.05½	34.7

Have YOU reported?

As was reported in the last issue of the Newsletter, the federation has received only seven notifications of classes of more than 40 students.

However, since that time administrative staff members have learned 'via the grapevine' that there are a number of other over-40 classes in the province that have not been reported to the BCTF.

No doubt in the great majority of these cases there is justification for the acceptance of such large classes. However, by resolution of the AGM, we would remind all teachers and principals that it is their responsibility to notify the federation if classes of 40 or more continue to exist.

Fort Nelson teachers win 8 per cent hike

Teachers in three B.C. school districts had settled with their boards as the Newsletter went to press.

In Fort Nelson, teachers won an eight per cent increase on payroll; teachers of Peace River North settled for no salary in-

crease, but for vastly improved fringe benefits and teachers in Vancouver's University Hill agreed that they would settle for the average percentage increase of the scales in six selected areas.

The Fort Nelson settlement provides for an EB minimum of \$4900, and a PA maximum of \$11,700.

The agreement calls for improved administration allowances and the northern allowance of \$550 to \$660 continues to apply.

Peace River North teachers decided they would not go for increased salaries. They concentrated on fringe benefits and by doing so achieved virtually all of their objectives for 1968.

Their fringe benefits include:

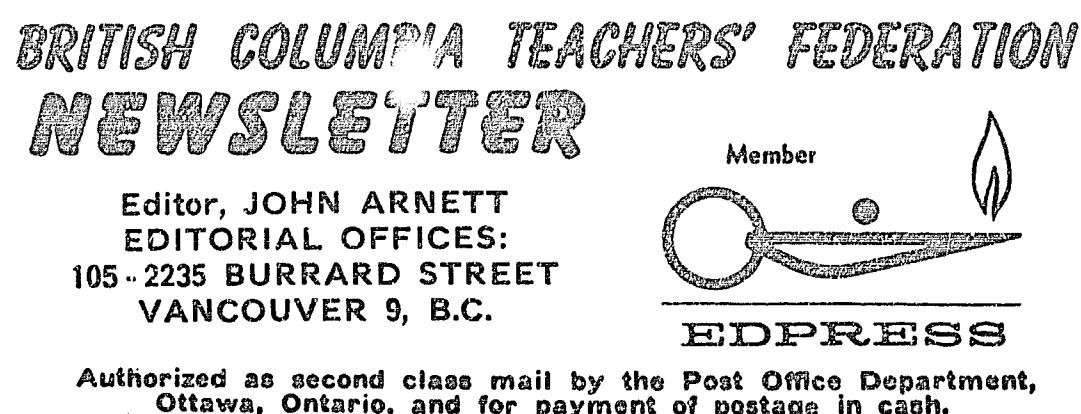
• Provision for senior and junior posts of responsibility in all schools.

• Fifty additional days' sick leave when statutory sick leave is exhausted.

• Schools to be staffed according to educational need rather than by prescribed entitlement formula.

University Hill teachers have won educational leave at two-thirds of salary, improved administration allowances and recognition of full U.S. and Commonwealth experience.

Will the commission on education hear from YOUR association?



Enormous faith

The willingness of teachers of Peace River North to negotiate a new agreement made up of fringe benefits without any salary increase indicates that the teachers have an enormous faith in the sincerity and integrity of the local school board.

Teachers elsewhere may be less than enraptured at an agreement which does not provide for major salary increases, particularly since major increases are well justified this year.

However, the local autonomy which is preached but often ignored has its strength in the belief that local trustees and local teachers are best fitted to determine local needs and solve local problems.

Elsewhere, at press time, most other boards and teachers are not even close to settlement as provincially-directed paid agents ensure that local trustees surrender initiative and become puppets on provincial strings.

Last call for PSAs

The deadline for taking out or renewing membership in provincial specialist associations is November 15. Membership application forms are available in every school (or can be obtained from the BCTF office).

The 22 PSAs are integral parts of the in-service and curriculum work of the BCTF. In order to ensure that YOU are contributing to and learning about new developments in YOUR special interest field, you are urged to join the appropriate PSA.

PSA—The Key to Professional Development.

Salary offers

(Continued from Page 1)

3. Increases achieved by other teachers for this school year:
Alberta: 41 counties and divisions — average 11.6%; 37 districts — average 10.6%.

Saskatchewan: 60 units — average 10.3%; 12 collegiates — average 8.3%; 11 city public school systems — average 8.4%.

Manitoba: as reported by Manitoba School Trustees — 20% - 25% increases. (196 negotiated agreements, 17 settlements, 17 settlements in conciliation, NO arbitrations).

Ontario: Toronto, 11.8% minimum, 13.7% maximum; Etobicoke, 15%.

4. Teachers are in short supply:

'The year of greatest increase (of secondary school students) will be in 1971 and that year the greatest shortage of secondary teachers is expected' — Dr. C. B. Conway, Department of Education.

Teacher supply has now reached the critical stage and is, without a doubt, a paramount educational problem. This school year, there are 17,575 teachers, an increase of 1,294 (or 7.9%), the largest of any year on record. There are 452 persons now teaching on 'letters of permission,' also a record." — BCSTA President, Mr. Beinder, to 1967 Trustee Convention.

'480 teachers were recruited for British Columbia from outside the province' — British Columbia School Trustees' Executive Report to 1967 Trustee Convention.

There is nothing sacrosanct about our present school district boundaries. Fortunately, our schools and our expectations of them are not what they were 20 years ago. If the trustees wish to work towards provincial 'zones,' surely they will do so on the basis of educational need. In this we can work with them. In other words, if trustees wish to see consolidation of school districts on some educationally justifiable grounds so that, indirectly, there will be larger bargaining units and fewer boards of school trustees, fine. But, the two are inseparable. To repeat, teachers will always INSIST on their right to bargain directly with their employer.

*

There is, and will be no alternative.

Project Africa

Application forms for Project Africa 1968 will be available from the BCTF office starting December 1. Deadline for return of the forms is February 15.

Each summer the CTF project sends teams of Canadian teachers to African countries to assist with training sessions for African teachers.

There is, and will be no alternative.

Buzz comments . . .

'His (the employer's duty to bargain) continues until an agreement is reached, a genuine impasse arises, or the union ceases negotiations without his fault. He has a duty to offer counterproposals when rejecting the union's proposals, but the counterproposals need not contain concessions to the union's demand.'

When the negotiating posture adopted by some school boards this year is examined a charge of failure to bargain in good faith is clearly evident, despite propagandistic statements by the BCSTA.

How can it possibly be maintained that there was any honest desire on the part of school boards in the districts of Slocan, Castlegar, Arrow Lakes, Grand Forks, Gulf Islands and Vancouver Island West to reach agreement with their teachers when each named the same bargaining agent to negotiate on their behalf within the very limited period of eight weeks allowed in the Public Schools Act?

How can it be fairly said that school boards in the districts of Golden, Windermere, Fernie, Kimberley and Cranbrook have recognized their duty to continue bargaining until an agreement is reached when their common agent has declared that he will hold no meetings during the week of October 30 to November 5 and that he is not prepared to talk until there are indications of settlement elsewhere, despite the fact that the period set aside for negotiating in the Public Schools Act expires on November 14?

How can it be claimed that there was any honest attempt to reach an agreement when many teachers' associations as late as November 1 had not yet received any sort of counterproposal and when in all other districts with the possible exception of one or two, the counterproposal of the school board agent ignored all economic factors justifying increase except for the change in the cost-of-living index?

How can good faith be established when agents appointed by the Board have made no attempt to oppose the teachers' requests or to justify their own proposals on reason?

The facts are plain — in the 49 school districts where the school boards have appointed paid bargaining agents there has been until November 1 absolutely no indication of bargaining in good faith.



By C. D. OVANS

A Personnel and Economics Memo dated September 12, 1967, and issued by the B.C. School Trustees' Association, advised school boards to pay scant attention to any charge of 'failing to bargain in good faith,' that might be hurled across the table at negotiators.

'A statement of this nature,' suggested the memo, 'is merely "letting off steam"; a catch phrase that will be accepted seriously by only the naive and inexperienced negotiator.'

It so happens, however, that the charge 'bargaining in good faith' has been examined in the law courts by learned judges and that there have been established in consequence some objective criteria by which it can be established whether the charge is a valid one or merely made for propaganda effect. There is, for example, quoted in Canadian Labour Law Reports, 1964, No. 14007, a conclusion of the National Labour Relations Board which states:

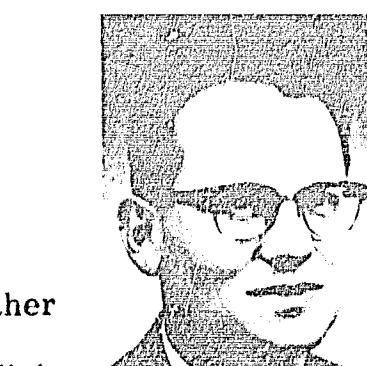
'Bargaining presupposes negotiations between parties carried on in good faith. The fair dealing which the service of good faith calls for must be exhibited by the parties in their approach and attitude to the negotiations as well as in their specific treatment of the particular subjects or items for negotiation. For such purpose, there must be common willingness among the parties to discuss freely and fully their respective claims and demands and when these are opposed to justify them on reason.'

Other statements of the National Labour Relations Board, quoted in Labour Law Course, No. 1653, declare:

'Good faith means that the parties must have an honest desire to reach an agreement.'

'Good faith is demonstrated by an honest and reasonable effort to make a collective agreement.'

'The objective of collective bargaining is the reaching of an agreement which will stabilize employment relations for a time. Although agreement is not compulsory, negotiation with an open mind, in an honest attempt to reach an agreement is required.'



Buzz

comments . . .

Abuses of the negotiation process by many boards of school trustees are an incipient form of trustee genocide.

Supposedly trustees strongly favor local control and consider it inseparable from local financial responsibility. 'If our educational system is to be the finest possible,' they say, 'this root must be nourished, for it provides . . . local options to meet local needs . . . enables experimentation and variation to take place more freely . . . provides better control with flexibility; ensures greater interest by the public; reduces the possibility of centralized autocracy, and generates the most effective and efficient manner of operating the public school system.'

*

TEACHERS INSIST ON THEIR RIGHT TO NEGOTIATE ALL MATTERS CONCERNING RATES OF PAY AND CONDITIONS OF EMPLOYMENT WITH THEIR EMPLOYER. The employer is the local school board. Too many such boards appear to be entering negotiation reluctantly and to be working toward an impasse rather than a settlement.

In my view, widespread abrogation by trustees of their responsibilities as employers will inevitably lead to further restrictive legislation by the provincial government. Such legislation will decrease the need for locally-elected trustees and will increase the degree of provincial control. Carried to the extreme, there will be no further 'need' for school trustees.

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There is nothing sacrosanct about our present school district boundaries. Fortunately, our schools and our expectations of them are not what they were 20 years ago. If the trustees wish to work towards provincial 'zones,' surely they will do so on the basis of educational need. In this we can work with them. In other words, if trustees wish to see consolidation of school districts on some educationally justifiable grounds so that, indirectly, there will be larger bargaining units and fewer boards of school trustees, fine. But, the two are inseparable. To repeat, teachers will always INSIST on their right to bargain directly with their employer.

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Report disappoints executive

'Urgent need for action in elementary counselling'

A report of the committee on personnel services was criticized at the October meeting of the BCTF executive committee.

Miss Frances Worledge said she was very unhappy with the section of the report dealing with guidance and counselling in the elementary schools.

She said that all the report

recommended was that the matter be studied. 'I am not prepared to wait for a study, I think we should take action now,' she said.

Miss Worledge added that the need for such counselling in the elementary schools was desperate.

Other executive members said they were disappointed that the recommendations in the report were not stronger.

The committee is made up of representatives of the Department of Education, Faculty of Education at UBC, elementary and secondary teachers, principals and counsellors.

John Church, assistant director of professional development for the federation, who has served as secretary of the committee, said that the Department of Education had been most reluctant to establish the committee in the first place.

He said first approaches to the Department to set up the committee were made in December 1963, but it was not until January 1965 that the Department approved the setting up of the committee, and it wasn't actually formed until September of the same year.

Executive members discussed different ways of attempting to implement some of the urgently needed changes in elementary school counselling.

D. J. S. Smith of Port Alberni suggested that the federation set up an in-service project to try to train teachers in elementary school counselling. He said that money for this project could come from money spent on scholarships.

General secretary C. D. Ovans, said that the starting point for concern in elementary schools is the learning problems of children.

It is necessary that children develop a positive self-image,' he said. He added the only way to do this is for children to find success in what they do.

Ovans said present methods of dealing with problem children don't work with many children and that many counsellors are not equipped to help these children.

The only thing that is going to help them is to make available to teachers someone who can assist them to find new approaches in working with such children,' he said.

What was required was someone with specialized knowledge in this field. Not all counsellors have this knowledge.

Kisaka spent part of his time at the BCTF office, observing the work of the federation. He also travelled through part of the province for a first-hand look at schools.

Mr. Kisaka also met a number of teachers who had visited Africa under the CTF Project Africa Scheme.

UVIC SYMPOSIUM

The University of Victoria will hold its second annual Humanities and Science Symposium at the university April 19 and 20, 1968. Symposium chairman, C. F. Goulsen, has asked principals and sponsor teachers in the province to have one or more outstanding students in grades 11 and 12 submit papers or projects for possible presentation to the symposium. At least 18 students will be invited to present their work at the symposium.



The federation office has been asked to assist in tracing the whereabouts of Dale Sandusky, aged 13 (pictured above) and his sisters Michelle, 10, and Lynette, 8. The family moved to B.C. this year from the southern U.S. Any teachers who may have any information of the three children are asked to get in touch with the editor of the BCTF Newsletter immediately.

would not be much room for imagination in their work,' he said. Evans added that under such conditions, there is a danger that teachers can become jaded and weary 'they can lose a lot of the enthusiasm that they had when they came out of college.'

However, in his short address to the executive, Evans emphasized that he wanted to be constructive in his criticism. He said there are faults and good points in both systems.

Evans based his observations on a first-hand look at federation activities that few teachers get. He has attended meetings of the executive and Representative Assembly; travelled through the Kootenays with president Bob Buzz and Education Commission chairman Don MacKenzie; attended the East Kootenay AGM and also the recent annual meeting of the B.C. School Trustees' Association.

Evans said he was tremendously impressed with the structure

Argue

Grave

Matters

Out with tradition — if it's for tradition's sake. Not always in Vancouver — thus the move to Penticton. Not always just business, but inspiration too! Thus an examination of educational issues!

These were the two new guidelines given your BCTF Convention Committee for 1968.

Then — another curve — why always must inspiration come from outside?

So — the Young, the Angry, and the Visionary will set the pace! You then, are to have a chance on the very first day of the 1968 AGM, to challenge the president, the candidates for the presidency and the Commissioners on Education in a new form of member-expert-public involvement in problem solving; and the 'expert' from 'outside' reacts. How's that for tradition-breaking?

The 1968 AGM will have something for everyone, not just business for delegates. Watch for next month's convention news!

Kootenays impress commission head

The chairman of the BCTF's Commission on Education visited the Kootenays last month and was impressed with what he saw and heard.

'All of the teachers that I talked with were sincerely interested in the work of the commission and I am hopeful that some of them will put their suggestions into writing for consideration of all the commission members,' said Don MacKenzie.

MacKenzie was accompanied by staff of the elementary division at University of B.C. and about 60 students.

November 2, he was to meet with teachers and hear their views on education.

MacKenzie said purpose of the trip was to meet with teachers and assist them to find new approaches in working with such children,' he said.

What was required was someone with specialized knowledge in this field. Not all counsellors have this knowledge.

The executive passed a motion that a letter be sent to the minister of education stating that the executive committee of the federation is discouraged that no immediate action is proposed with regard to elementary counselling.

The whole matter was also referred back to the professional development division for report to the next executive committee meeting.

He said he would be interested in meeting with teachers in any part of the province 'once they have got down to the business of forming committees and discussing some of the issues facing teachers.'

The first local association to notify the Commission on Education of the appointment of a special local committee to work with the Commission, was the University Hill Teachers' Association.

Mrs. Ann Camp of this association will be receiving materials from and submitting local recommendations to the Commission.

Other associations that have already set up local committees are Comox, Enderby and Summerland.

B.C. teachers 'overworked' — Aussie

By JOHN ARNETT

British Columbia teachers are overworked compared to their counterparts in Western Australia, says a teacher from Perth who has been closely observing the BCTF over the past two months.

Ron Evans a Perth secondary school principal and first vice-president of the West Australia Teachers' Union, told executive committee members that as far as he is concerned the biggest feature of the B.C. education system is salaries.

Other than that, he said B.C. teachers work longer hours than West Australian teachers and are subject to more pressures in the classroom.

If I were to give some advice when I get back home, to teachers considering coming to Canada, I would have to say that they would do a lot better in salaries, but they would have to work a lot harder and there

would not be much room for imagination in their work,' he said. Evans added that under such conditions, there is a danger that teachers can become jaded and weary 'they can lose a lot of the enthusiasm that they had when they came out of college.'

He explained that his organization had developed along definite trade union lines with the primary concern of the union being the welfare of the members.

He said the functions such as professional development

Charlesworth award to Merritt student

A seventeen-year-old Merritt girl has been awarded the B.C. Teachers' Federation \$500 Charlesworth Scholarship for the 1967-68 academic year.

She is Mary E. Saunders, who graduated this year as the top academic and all-round student of Merritt Secondary School. She is now in her first year at the University of B.C.

The federation scholarship is awarded annually in memory of the late Harry Charlesworth, first general secretary of the federation. The award is open to the son or daughter of BCTF members.

A student of outstanding academic ability, Miss Saunders has ranked first in her grade for the Merritt school district in each school year from grade 1 through 12.

She was the unanimous choice of the staff of the Merritt Secondary School for the Dalton Memorial Trophy, awarded each year to the student in grade 12 displaying the best qualities of citizenship and greatest contribution to school welfare.

She was also the recipient of the Mayon Trophy for the highest academic standing and she was also selected to represent the school as a Centennial Youth Ambassador this year.

Miss Saunders has taken an active part in extra-curricular activities during her public school



MISS SAUNDERS

years; she competed for several years and achieved high standards in the Yale-Cariboo Music Festival, and her efforts in dramatics and spoken verse have received uniformly excellent comments from several adjudicators.

This year she received a special scholarship award from the festival committee to further her studies in this field. She has taken an active part in the school dramatic club and received recognition both for her acting ability and as a director.

Miss Saunders is the daughter of Mrs. B. H. Saunders, Box 408, Merritt, B.C.

Group Auto Plan proposed

A group of insurance companies is interested in establishing a group auto insurance program for all B.C. teachers.

Proposals regarding the plan were presented to the October meeting of the executive by R. R. Callow, an insurance broker with the firm of Reed, Shaw and McNaught.

Callow explained that under group coverage, teachers could receive very attractive insurance rates, considerably lower than regular rates.

For example, he said teachers could expect, under the group plan, to get at least a 50 per cent credit over existing rates. This would mean that for every \$100 the average driver paid, a teacher would pay \$50 under the group insurance.

\$250 for best essay

The B.C. Historical Society and the Social Studies Professional Association are sponsoring an essay contest on the history of British Columbia.

There will be a grand prize of \$250 and five regional prizes of \$50 apiece.

The contest will be open to students in grades 11 and 12, and maximum length of the essay will be 2500 words. Deadline for entries is January 15, 1968.

Further details on the contest can be obtained from Bernard Holt, Vice-principal, West Vancouver Senior Secondary School.

Art teachers plan conference

Development of local leadership in art education is the object of a B.C. Art Teachers' Association conference scheduled for Dec. 2, at the University of B.C.

Teachers who wish to attend should contact Miss L. Downing, 1431 West 55th Avenue, Vancouver 14.



"Education '67 — A Projection Into the Future" was the theme of a highly successful conference sponsored by the B.C. Primary Teachers' Association September 30. The conference held at the University of B.C. attracted about 500 primary educators,

including teachers, school administrators, and university faculty members. Picture shows the conference in session at the university's War Memorial Gymnasium.

Geography field work is topic of seminar

Field Work in Geography will be the topic of a University of British Columbia departmental seminar in geography for secondary teachers to be held Saturday, Nov. 18, room 204, Geology and Geography building, UBC.

The three aims of the program are: 1) to give new emphasis to the importance of field work in school geography courses; 2) to acquaint participants with perspectives, source material and new ideas for use in field trips in both physical and cultural geography; 3) to provide opportunity for teachers to exchange ideas with the seminar staff.

Presentations will include: field work techniques, the use of air photos in geographical study and field work in an urban setting.

Seminar staff will be: Dr. John D. Chapman, Dr. Albert L. Farley, Mr. Peter G. Goheen, Mr. Roger Leigh, Dr. Julian V. Mignhi and Dr. John K. Stager, all members of the department of geography, UBC.

This is the third in a series of annual seminars designed to give practicing teachers an opportunity to keep abreast of new trends, techniques and interpretations in the discipline of geography. This year's program has been designed to complement the projected new social studies curriculum.

Sponsors are the UBC extension department and department

Supervisors at Harrison

Human relations will be the theme of the B.C. Association of School Supervisors of Instruction in-service workshop to be held at Harrison Hot Springs Hotel, November 13, 14 and 15.

Speakers will include: Dr. Herbert Taylor, Research Director, Western Washington State College, who will give a perspective of current issues and problems in education.

Dr. T. J. Mallinson, Chairman and Director of Communications Studies, Simon Fraser University, who will point out psychological factors and breakdowns in communication and human relationships.

Dr. Coolie Verner, Professor of Adult Education, Faculty of Education, University of B.C., who will explain the nature of human relations in supervision of adults.

Record order for lesson aids

On September 25, 1967, the BCTF Lesson Aids Service received orders totalling \$1,040.37, the largest total to date for one day. The previous record, on September 26, 1966, was \$1,038.00.

The Lesson Aids Service can become even more useful to teachers if more units can be made available. Do YOU have something you could submit? Please send material to Mrs. I. A. Cull at the BCTF office.

SECONDARY

(Continued from Page 2)

does show clearly that the provincial government's entitlement formula is well behind the present needs.

Most school districts have between five to 20 per cent more teachers than the entitlement formula recognizes. Obviously the formula is away behind present needs, he said.

'In the area of class size, the report came up with some interesting findings,' continued Kirby.

'For one thing junior high schools generally seem to have the largest classes. This has an impact for the junior high school teacher. Perhaps there should be some recognition that he is going to have an extra pupil load,' he said.

'I don't think we can pass off large classes at the junior level just because we believe that they are inevitable. Maybe we should go into the schools where these large classes exist and find out why.'

Kirby said another thing that comes up continually in conversations about working conditions with teachers is the so-called discrepancy between class sizes of various subjects.

'There has been a lot of publicity among our membership about the mandatory size of classes in such fields as industrial education and home economics.'

Teachers of other subjects also want limitations on the size of their classes. But there are certainly many IE and home economics classes that exceed the 24 limitation,' he said.

'The report reflects the assumption that you can establish a mandatory limitation on the size of various kinds of classes and make it work, it just doesn't happen.'

He said limitations on class size are primarily imposed by the subject needs of the students and finally decided by the existing supply of teachers. 'The extent to which we can manipulate these determines the extent to which we can control class size. We are getting increased activity in both of these areas but the report reveals that we need more yet.'

Kirby said all teachers will have an opportunity to read the report, because it has received wide distribution around the province.

The report has gone to principals of secondary and elementary schools, BCTF effective teaching and learning conditions committee members, local association presidents, agreements committee chairmen, public relations officers, members of agreements and PR committees, school board secretaries, district superintendents, and parent-teacher association executives.

PUPIL-TEACHER RATIO BY SCHOOL ENROLLMENT—Provincial School

Enrollment	No. of Teachers	Pupil/Teacher Ratio
1- 99	93.5	13.2
100- 249	379.9	15.4
250- 499	1188.9	19.4
500- 999	2764.7	21.2
1000+	2043.0	21.8
Totals for B.C.	6470.0	20.6

BRITISH COLUMBIA TEACHERS' FEDERATION

NEWSLETTER