

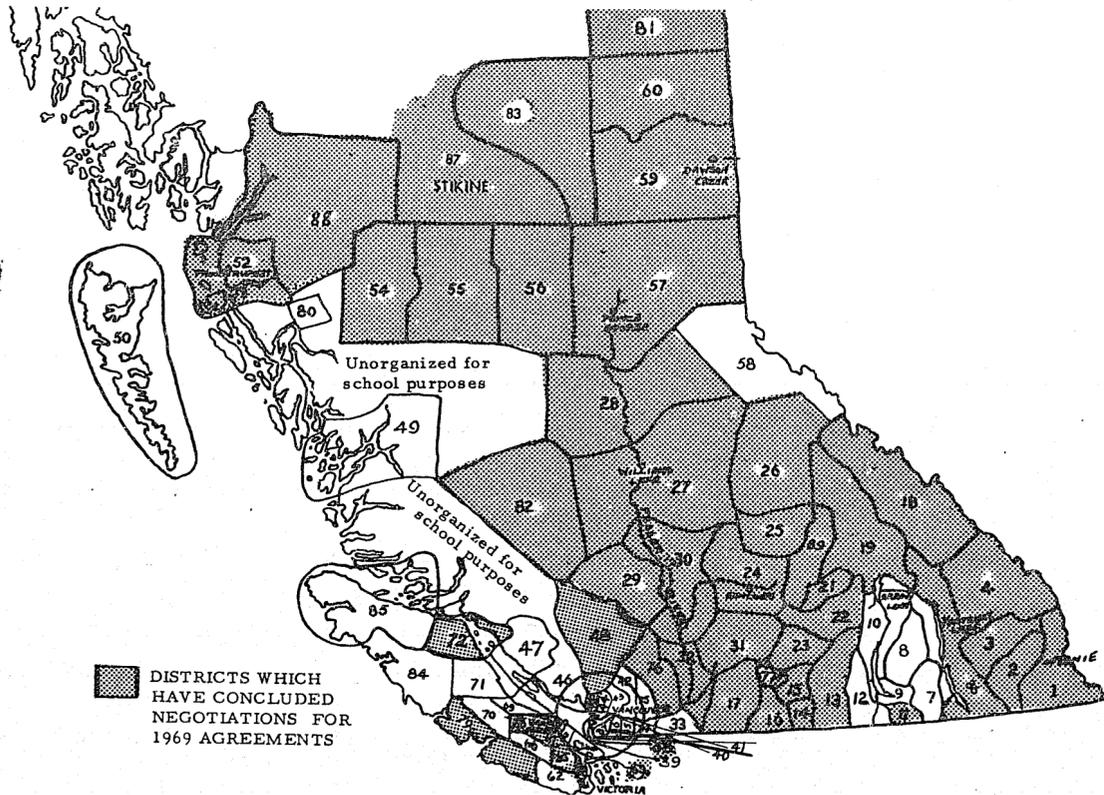
BRITISH COLUMBIA TEACHERS' FEDERATION NEWSLETTER

VOL. 8, No. 3

VANCOUVER, B.C.

BROADWAY PRINTERS LTD.

DECEMBER 1968



28 districts to arbitrate '69 salaries

Twenty-eight school districts in the province were going to arbitration as of Nov. 22, reports the Federation's Economic Welfare Department.

Director Des Grady said some sections of the province have settled completely (see map), while others are forced into almost wholesale arbitration.

Grady said the 56 bargaining units which have completed negotiations for 1969 settled for increases in scale averaging 6.2%.

Several districts have based settlements on terms which cannot be costed until negotiations and arbitration are completed by Dec. 31.

Arbitration boards have been established in the following districts: Vancouver, Burnaby, North Vancouver, Coquitlam, New Westminster (Sec.), Surrey, Victoria, Sooke, Lake Cowichan, Qualicum, Courtenay, Port Alberni, Vancouver Island West, Vancouver Island North, Kitimat, Ocean Falls, Queen Charlottes, Powell River, Sechelt, Abbotsford, Mission, Chilliwack, Castlegar, Nelson, Slooan, Arrow Lakes, Grand Forks and Kaslo.

Elementary teachers eligible to win \$3,000

Elementary teachers are eligible to win \$3,000, awarded annually by The Florence S. Dunlop Memorial Fellowship Fund. Applicants must have three years' teaching experience and must hold at least a Bachelor's degree. For application or more information, write to The Board of Trustees, The F. S. Dunlop Fellowship Fund, 330 Gilmour St., Ottawa 4.

For Executive

Nomination time approaching fast

Six of the 11 positions on the Executive Committee will be up for grabs at the 1969 Annual General Meeting.

Positions open will be: President, First Vice-President, Second Vice-President, and three members-at-large.

The Executive Committee consists of 11 members, all of whom are elected by the AGM. Four of the 11 are table officers (the Past President is the fourth officer); the other seven are members-at-large.

Members-at-large are elected for two-year terms. Because four of the present members-at-large will serve the second year of their terms next year, only three will be elected this year.

Table officers are elected for one-year terms.

Nominations for the Executive Committee positions may be submitted by the Nominating Committee, local associations, district councils and any 10 members in good standing. All nominations must be received by January 31.

The Nominating Committee, made up of 54 Geographical Representatives from all parts of the province, will prepare its slate of nominees at the January 11-12 meeting of the Representative Assembly.

If local associations, district councils or groups of 10 members submit nominations by December 31, the people nominated will also be considered for nomination by the Nominating Committee.

New Westminster, Victoria

Teachers take public stands

By JOHN ARNETT
Press and Information Officer

Teachers in New Westminster and Victoria have taken public stands against their school boards in protest against what they considered was the board's failure to bargain 1969 salary contracts.

One hundred twenty members of the New Westminster Elementary Teachers' Association took the most dramatic action — they started working to rule and voted to boycott arbitration and refuse to accept any salary increases handed down by the arbitration board.

In Victoria a mass meeting of close to 700 members of the 1,200-member association passed a motion of no confidence in the school trustees. They also discussed work to rule but did not vote on it.

Victoria teachers also decided to embark on an informational campaign to inform the public of the teachers' complaints.

The problem in New Westminster was compounded by the fact that the district has three local associations — administrators, secondary teachers and elementary teachers.

The administrators settled and the secondary teachers went to arbitration.

Core of the dispute in New Westminster was the use of a lawyer as a bargaining agent.

'We had no way of knowing that the agent was even taking our case back to the trustees,' said Mrs. Mary Caple, president of the local.

Decision to work to rule and boycott arbitration was made at a meeting attended by 112 of the 120 members of the association. 'The teachers were angry and wanted action,' said Mrs. Caple.

Last-minute attempts to come to some agreement failed and members decided, at a meeting

three days later, to work to rule as of Wednesday, Nov. 20.

Work to rule was defined as follows: arrive at school at 8:45 a.m., leave school at noon for a 55-minute lunch hour; leave school promptly at 3:00 p.m.

The board, in turn, claimed that the whole action stemmed from a 'misunderstanding' of the board's position by the teachers.

The chairman, Dr. Louis Lesk, said the decision to use an agent was reached because of the 'increasing complexity' of negotiating procedures and the fact that the New Westminster board is in the unique position of having to negotiate separately with three independent teachers' groups.

Victoria teachers, at their mass meeting, voiced their concern over a number of issues.

Teachers angrily denounced what they termed stalling tactics on the part of trustees in reaching a 1969 salary agreement after terminating the old agreement.

Another real bone of contention in Victoria was a dispute over just how closely teachers were involved in educational planning in the district.

The board chairman, Peter Bunn, had distributed a list of 30 committees on which teachers were represented.

At the mass meeting, President John Smith waved a copy of the list and said, 'I have talked with a number of teachers whose names are on this list and they tell me that it is news to them that they are on these committees.'

Bunn's reply to this was that he would get in touch with the school board officials and find out just what was going on.

President Tom Hutchison of the Federation and this writer have been working closely with both the New Westminster and Victoria teachers in advisory capacities.

Will they learn?

By TOM HUTCHISON
President, BCTF

IN CANADIAN HISTORY, 1849 is a more important year than 1867. In 1849 responsible government became a fact in Canada, and almost any student could tell you that the rebellions of 1837 which led to responsible government, were the product, not of the people's abject misery, but of their exasperation over paternalism in government.

A fundamental problem of the agreements picture this year is the paternalistic attitude of school boards.

Some are consistent in their efforts to limit the area of joint discussion and negotiation, and to retain more and more decisions on education and teacher welfare as board prerogatives.

THE USE of agents is not a fundamental problem. Agents, given a reasonable basis for negotiation by their boards, can produce settlements.

We protest, not agents, but the use of agents to present a case based on limitations set by the board's pre-conception of its prerogatives.

It's no use talking to the agent on the basis of negotiations, if the board is using him to deny employees access to their employers.

In an age when children are demanding, and getting, a voice in decisions affecting them, it is ridiculous that boards should attempt, by themselves, and through their bureaucrats or agents, to set educational and employment policies without adequately consulting the teachers whose work and welfare is directly affected.

IT'S NOT ONLY ridiculous, it's bad business. The most expensive single component in education is teachers; the most important factor in sound education is teachers, and if they are not involved and valued, their potential contribution is that much less.

The bland statement by some boards that there are some things they cannot discuss, because the law forbids negotiation on these matters, is specious.

The statement is opinion, yet this opinion sets bounds to negotiation. Have they ever sat down with their teachers on this problem? Have they considered that there are other legal opinions and that opinion is not sacrosanct?

AT PRESENT the only legal meeting place of board and teachers is at the bargaining table. If the teachers don't gain meaningful access to the board at this point, where and when do they meet, and on whose terms?

There is more to a contract than the salary scale. A teacher may work for a board partly because of its educational leave provision, or its group insurance plan. An employee is surely entitled to stability of expectation in the terms of his employment, and unilateral, paternalistic board policy in no way guarantees this stability.

There is also more to teacher-trustee relations than money. The issue is whether or not teachers collectively are to be partners in the educational enterprise.

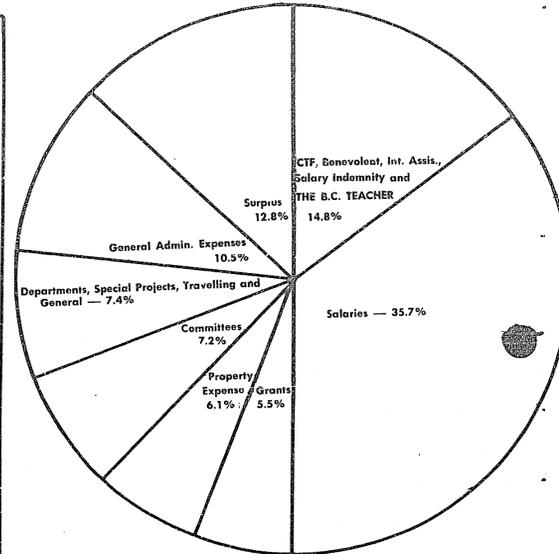
IN THE HISTORY of the Federation the first two strikes were in Victoria and New Westminster. Here we are, half a century later, and the Victoria teachers have voted 'no confidence' in their board, and the New Westminster elementary teachers have been on work-to-rule.

And the basic issue is still the same, the unwillingness of these boards to recognize the legitimate right of teachers' organizations to negotiate matters which affect their work and their welfare.

The federation's financial picture

BRITISH COLUMBIA TEACHERS' FEDERATION STATEMENT OF REVENUE AND EXPENSE FOR THE YEARS ENDED JUNE 30			
	Budget 1969	1968	1967
REVENUE:			
Membership fees — regular	\$1,560,000	\$1,344,188	\$ 937,952
— special assessment	58,500	18,394	—
	\$1,618,500	\$1,362,582	\$ 937,952
Less: Canadian Teachers' Federation membership fees	\$ 58,500	\$ 55,182	\$ 29,813
Allocation to:			
Benevolent Fund	1,950	1,839	1,703
International Assistance Fund	19,500	18,394	17,036
Salary Indemnity Fund	97,500	91,970	85,180
The B.C. Teacher subscriptions	39,000	36,788	34,072
Assistance to Quebec teachers	—	20,000	—
Informational Campaign	58,500	—	—
	\$ 274,950	\$ 224,173	\$ 167,804
Net membership fees	\$1,343,550	\$1,138,409	\$ 770,148
Lesson Aids	—	4,131	8,158
The B.C. Teacher	17,600	23,823	20,790
Property	750	7,636	5,207
Interest and miscellaneous	4,000	7,105	6,137
	\$1,365,900	\$1,181,104	\$ 810,440
EXPENSE:			
Salaries	\$ 643,000	\$ 494,996	\$ 373,511
Traveling and Expense Allowances	69,400	39,392	33,506
Committees	123,250	99,644	74,555
Departments, Special Projects and General	96,050	63,819	41,174
General Administrative Expense	133,990	145,858	83,673
Grants	69,700	75,970	58,833
Property Expense	114,400	84,926	50,750
	\$1,249,790	\$1,004,605	\$ 716,002
EXCESS OF REVENUE OVER EXPENSE (breakdown below)	\$ 116,110	\$ 176,499	\$ 94,438

STATEMENT OF CASH FLOW FOR THE YEARS ENDED JUNE 30			
	Budget 1969	1968	1967
SOURCES OF CASH:			
Operations:			
Excess revenue for the year	\$116,110	\$ 176,499	\$ 94,438
Non-cash charges — depreciation, etc.	72,200	24,762	24,895
Total cash provided by operations	\$188,310	\$ 201,261	\$ 119,333
Increase in bank loan	—	249,000	31,000
Sale of investments	—	33,050	5,906
Net increase in special funds	—	—	36,725
Net decrease in current assets other than cash	—	—	210,604
TOTAL CASH PROVIDED	\$188,310	\$ 483,311	\$ 403,568
CASH USED FOR:			
Additions to fixed assets:			
Land	—	—	\$ 20,786
Building	—	\$ 62,545	475,309
Furniture and equipment	\$ 35,000	79,284	27,290
Parking lot	—	266	—
		\$ 142,095	\$ 523,385
Net decrease in special funds	—	2,989	—
Payments on bank loan	\$120,000	139,000	—
Net increase in current assets other than cash	—	103,373	—
TOTAL CASH USED	\$155,000	\$ 387,457	\$ 523,385
Increase (Decrease) in cash	\$ 33,310	\$ 95,854	\$ (119,817)
Cash at beginning of year	69,977	(25,877)	93,940
Cash at end of year	\$103,287	\$ 69,977	\$ (25,877)



Statements now more meaningful

The BCTF's operations for the 1967-1968 fiscal year resulted in revenues of \$1,362,582. This compares with a budget of \$1.6 million in 1969 and \$937,952 in 1967.

Major expenditure was \$494,996 for salaries, followed by \$145,858 for general administrative expense and \$99,644 for committees.

These figures are shown in the financial statements prepared for the January meeting of the Representative Assembly by BCTF Treasurer Derek Holden.

Holden, a chartered accountant who joined the Federation in the summer of 1967, said that he had made major revisions in the format of the Federation's financial statements to make them more meaningful to members.

'Statements are now prepared on a comparative basis, showing the previous two years' expenditures and the current year's budget.

'In the past the budget has not been related to the previous year's expenditures. This gives a better picture of the trends in Federation financing,' Holden said.

'In reading the statements reproduced on this page, members should pay particular attention to the cash flow statement,' he added.

'This statement explains the disposition of the excess of revenue shown on the revenue and expenditure statement. It also shows the budget balance of \$33,310 in the current year's budget approved at the June 1968 meeting of the Representative Assembly.'

Holden said this was the first time such a cash flow statement had been produced by the Federation. 'Many members have in the past questioned the disposition of excess funds. This cash flow statement shows clearly the disposition of these funds.'

The cash flow statement shows that \$188,000 cash provided by 1969 operations will be used to buy new furniture and equipment (\$35,000) and repay the bank loan on the new building (\$120,000), leaving a cash surplus of \$33,310.

The Representative Assembly will discuss the financial statements at its January meeting. At that time Holden will present the proposed 1970 budget for approval.

TO ALL PTMS MEMBERS...

Your association processes some 200,000 cards monthly through its computer. Notify us of any change of marital status, address, increases or decreases of dependents. In contacting your doctor be sure to give him your complete full name, identity number and address.

To be of service to you we ask your co-operation in the following:

Music convention in spring

Top Canadian and American music educators will take part in the program of the Canadian Music Educators' National Convention next spring.

The convention, held once every two years, will be in Regina at the Hotel Saskatchewan April 10, 11 and 12.

Professor Murray Schafer, one of Canada's most outstanding composers, now in residence at SFU, will discuss the role of the composer in the classroom.

Mr. Earle Terry, Director of Music for the London, Ontario Board of Education, will be a clinician at the convention.

1968 expenses

BRITISH COLUMBIA TEACHERS' FEDERATION SCHEDULE OF EXPENSE FOR THE YEAR ENDED JUNE 30, 1968			
SALARIES			
Presidential	\$ 15,826		
Administrative	222,001		
Non-administrative	249,883		
Staff expense — sundry	7,286		\$494,996
TRAVELING AND EXPENSE ALLOWANCES			
Staff	\$ 26,398		
Table officers and geographical representatives	12,994		\$ 39,392
COMMITTEES			
Agreements	\$ 15,415		
Board of admissions and review	129		
Curriculum	10,219		
Education finance	2,219		
Effective teaching, learning	8,868		
Executive	15,069		
Finance	572		
In-service education	4,260		
Pension	2,458		
Professional relations	504		
Representative assembly	27,242		
Research	39		
Resolutions and steering	433		
School buildings	989		
School mental health	1,445		
Teacher education, certification	496		
Public relations	2,900		
Ad hoc	6,387		\$ 99,644
DEPARTMENTS, SPECIAL PROJECTS AND GENERAL			
AGM	\$ 25,611		
Resource center	4,244		
Summer conference	2,761		
Newsletter	6,650		
Commission on education	15,854		
Public relations	6,580		
Summer short courses	2,119		\$ 63,819
GENERAL ADMINISTRATIVE EXPENSE			
Legal and audit	\$ 5,647		
Postage and express	12,855		
Stationery, supplies	21,745		
Telephone and telegraph	20,110		
Conferences	3,974		
Office equipment rental	14,004		
Interest on loans	24,817		
Printing — in plant	26,646		
— commercial	9,924		
Sundry	6,136		\$145,858
GRANTS			
In-service	\$ 17,634		
Arbitration	6,628		
PSAs	20,015		
Scholarships	11,250		
District councils	13,567		
General	6,876		\$ 75,970

In-service education

BULLETIN BOARD

Extension Department, UBC
Educational Travel in Japan, 1969
Extension is offering a program tailored for educators, school trustees, management personnel, and industrial and vocational trainers. University credit may be granted for comparative education provided the candidate is a graduate student, has cleared the course with the Faculty of Education.

A three-week orientation program precedes the tour.
A brochure with details may be obtained from the Department of University Extension, UBC, Van. 8.

An Evening with Robert Theobald
Robert Theobald, socio-economist and colorful forecaster on the social implications of cybernation, will return to B.C. in mid-February 1969.

An invitational evening for educators is planned for February 21 by Extension. Theobald's latest publications include *An Alternative Future for America* (Swallow Press) and *Dialogue on Education* (Bobbs-Merrill).

The Extension Department's plans for the new year include several conferences and seminars titled: *Motivation and Evaluation in Physical Education: Systematic Approaches to Curriculum and*

Instruction: Computer Science for Educators: Effective Speech Communication.

Spring Conferences, 1969
Spring conference chairmen met at the Federation office, Vancouver, on Saturday, Nov. 16 in a study session on planning and organizing a conference.

Conferences are planned in at least 20 centers across the province in February and March (Spring conferences?).

Workshops are quite popular, but the 'inspirational' conference is still prevalent. Keynote speakers have been invited from as far away as Washington, D.C.

Someone has even been successful in booking Dean John Goodlad.

Most unique is likely to be the West Kootenay Teachers' Conference, Feb. 21 at Selkirk College, Castlegar. They're going completely automated for a full day. Twenty audio-visual packages are being prepared for the conference, mostly by staff at SFU. Each presentation will be accompanied by a person skilled in group dynamics to involve the participants in debate and discussion. Topics chosen are of current interest, and will be aimed at all levels, primary through senior secondary.



Three hundred members of the B.C. Retired Teachers' Association met at a coffee party in late October to renew memories extending over 50 years. Pictured above are some of the founding members of the association, left to right: Miss Kate McQueen (84), C. F. Connor (92), Miss Jean Cantelon (82), Miss A. J. Dauphinee (93), and 'Col Bill' Williams (83). Fred Turner, also a founding member, was absent when this picture was taken. Retired teachers who are interested in joining the association, which has a number of active committees, should write to Miss Laura Lane, No. 801, 707-7th Avenue, New Westminster.

Great Curling Contest

Teachers are showing a great interest in the Great Curling Contest.

So far, organizer Roy Ronaghan of the BCTF staff has received enquiries from teachers in 12 districts in the province stating that they are ready to take on all comers for the C. D. Ovans Challenge Trophy.

In fact, some letters indicated that their rinks are so good that the trophy can be considered already won.

Ronaghan, who still talks about the time he skipped an all-girl novice team to victory in a tournament in Dawson Creek, is now trying to line up a committee to plan the event.

It's tentatively scheduled for the three days preceding the Annual General Meeting in Vancouver.

And, it's been suggested that there be one contest for men and another for women, which means that a husband can play on one team and his wife can come along to keep an eye on him and have a game with the girls as well.

A BCTF administrative staff team is limbering up, too. So be prepared!

EXECUTIVE REPORT

General Secretary C. D. Ovans was named to the Provincial Teachers' Qualification Council, the organization that will adopt a set of rules and regulations governing the operation of the Provincial Teacher Qualifications Board.

BCTF representatives on the board are First Vice-president Jim Killeen and Ken Aitchison, Director of Communications. A fourth member of the council is to be named by the president.

An Evaluator of Teacher Qualifications is to be appointed in the tentative salary range of \$12,000-\$15,000. The board will not charge teachers for services and the board as a whole will hear appeals against the decision of the evaluator. The board is scheduled to go into operation in January.

The Executive approved a number of proposals to amend the Teachers' Pensions Act including reduction of pensions for earnings after retirement, double payment for approved absence, calculation of deferred benefits and reinstatement privileges. A complete review of pensions will be on the agenda of next year's AGM. The matter will also be discussed at the January meeting of the Representative Assembly.

The Education Finance Committee reported that its pilot studies indicate that unless drastic revisions are made to the existing education finance formula, there will be referenda for operating expenditures in more than half of the districts in the province. The committee asked, and the Executive agreed to continue to keep the BCTF membership fully informed on the consequences of the new formula. The committee said there was a chance that if these referenda were defeated, some districts might have to close their schools in the final months of the calendar year.

Canada Pension

Introduction of the Canada Pension Plan means that teachers who retire at 65 will get higher pensions than they would have before the Canada Plan was introduced.

It works this way: contributions did not change when the Canada Pension Plan was introduced. At the time of retirement, the teacher will get the full amount, due to him under the Canada Pension Plan.

Therefore, the reduction caused by integration must be made from the B.C. Teachers' Pension. The reduction is called the Canada Pension offset factor.

The reduction is always less than the Canada Pension, so the teacher is actually better off.

The following tables give some indication of how the offset factor works:

Year of Retirement	You Get Canada Pension Payable at Age 65	You Lose from B.C. Teachers' Pension	
		Age 60	Age 65
1969	\$ 520.00	\$104.00	\$145.60
1970	662.50	132.50	185.50
1971	810.00	156.00	226.80
1972	962.50	192.50	269.50
1973	1,120.00	224.00	313.60
1974	1,282.50	256.50	350.10
1975	1,450.00	290.00	406.00

Wrong Number

The number listed on page 19 of the BCTF Handbook for G. R. Kirby, Assistant Director, Division of Economic Welfare, is wrong. The correct number is 433-2676.

Office Closed

The BCTF office will be closed on the following days over Christmas and New Year's: Dec. 25, 26 and 27; Jan. 1.

New ideas galore French teachers meet

The emphasis is on oral instruction in revised French language courses in B.C. secondary schools, a conference for teachers of French was held.

Douglas Parker, of the University of Alberta, told 90 teachers from different parts of the province that French instruction is based on vocabulary used by French people in actual conversation rather than by translation.

The conference was one of four being held in B.C. to enable teachers of French to study and discuss methods and materials involved in new courses in French being offered in B.C. secondary schools for the first time this year.

Conferences were held earlier this month in Nanaimo and Kelowna. Another is scheduled in North Vancouver.

Joint sponsors are the BCTF, B.C. Association of Teachers of Modern Languages and Holt, Rinehart and Winston, publishers.

Describing the new aspects of the courses, Parker, a former Victoria high school teacher, said they tend to tackle speaking rather than translation. They have a scientific approach in that vocabulary is based on 'francais fundamental', or French as it is spoken today.

Mrs. M. Gibson, West Vancouver, said Mr. Parker had shown the conference participants how to go beyond the specifically prescribed material in the open-ended course.

Teachers who took part in the conference expressed enthusiasm for the program.

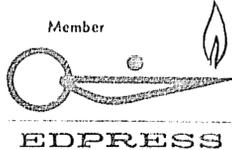
'The teachers' manual doesn't give specific enough answers to existing problems in the course. Mr. Parker has supplied many of the answers needed,' said Joe Bokor, Fernie.

Al Lafreniere, Cassiar, said he picked up many new ideas, 'specifically applicable to the small, multi-grade school situation.'

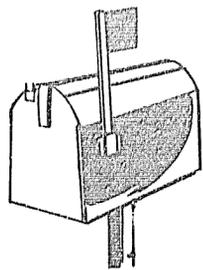
BRITISH COLUMBIA TEACHERS' FEDERATION NEWSLETTER

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Mailbox



Interest or indifference?

Dear Sir:

What is happening to our professional organization at the local association level?

In this district (North Vancouver) in 1955 there were about 300 teachers. A regular general meeting was attended by at least 150 members. An annual general meeting could easily muster 200 people. In the succeeding years the total teacher population has increased to 900. Now, a general meeting may attract only 100 members, and an annual general meeting, about 150.

Why has the attendance percentage dropped from 50% in 1955 to only 10% in 1968?

This year our local association held its annual welcome for new teachers in conjunction with the BCTF Induction Ceremony. There were 140 teachers new to our district this year. Of these, 110 were entering the teaching profession for the first time.

The welcoming and Induction Ceremony was well publicized, and was held in one of the most attractive school auditoriums in the district. Some time had been taken from afternoon classes for all inductees to make it convenient for them to attend. The executive members of the local association were in attendance. The president of the BCTF, Tom Hutchison, was a guest. The district superintendent's office was well represented, and local members of the Board of School Trustees were present.

At the close of the ceremony there were 20 certificates remaining. Representatives from the various schools were asked to deliver them to their new staff members.

Why were these BCTF members not present for this very important meeting? This was their initiation into the professional organization of which they are now a part.

Granted some of the absentees may have been supervising extra-curricular activities that day. But, which activity is more important to the member on this occasion?

If this apparent lack of interest in the professional organization is apathy, where does the indifference begin? Perhaps the lack of interest on the part of the teachers established in the organization generates the indifference of the newly acquired members.

To realize the full potential of our professional organization we need the active involvement of the majority of its members. All members of the local association, new and established, should develop an appreciation for the work of the local.

What are our objectives? What are our aspirations?

Our objectives are to foster and promote the cause of education in British Columbia, and to raise the status of the teaching profession.

At the BCTF Summer Conference, 1968, President Tom Hutchison stated, 'I draw your attention to the first statement of the Code of Ethics: "The teacher's primary concern is for the quality of service rendered by himself and his profession."

'You cannot promote the cause of education without helping children.

'You cannot provide quality service without helping children.'

The local association, with the support of the BCTF, aspires to developing the expertise and effectiveness of our organization for the benefit of all members.

New members of the profession may wonder if their voices can be heard, and who will hear them? When members become active members, when they are involved, their contributions are graciously received and become valuable to the entire association.

Our local association is proud of the benefits it has obtained for its membership. Committee members have given freely of their time and talents to gain improvement in professional development,

sick leave benefits, group life insurance plans, and effective teaching and learning conditions.

The association grants scholarships to students in senior secondary schools and, in co-operation with the Board of School Trustees, provides a professional library.

Other services available to all BCTF members are too numerous to mention here. However, the 1968-69 BCTF Handbook lists these services in detail, beginning on page 47.

The strength and effectiveness of the local association, and through it, the BCTF, depends upon the active participation of the majority of its members. Your attendance at local association meetings is an immediate form of active involvement. There is really no better way to say you are interested.

W. G. (DICK) DUNLOP
BCTF Member-at-Large

Congratulations!

Dear Sir:

Congratulations on the November 1968 issue of the Newsletter!

We teachers are in dire need of better communications with one another, and each edition of the Newsletter is a worthy step in that direction.

Thank you for the interesting and comprehensive reports of the activities of the Federation of which we are glad to hear accurate accounts.

Your Bulletin Board will be a useful announcement medium for local and provincial educational projects.

The professional tone of your paper is developing commendably!

LORNA ROBB.

Hutchison comments



This Newsletter features our finances, and reminds us that the Representative Assembly will be working on our budget on Jan. 17 and 18.

Now is the time for suggesting questions and asking advice of your Geographical Representative.

This is also a time when we should be considering our objectives and our methods. We should think about the fundamentals of our organization long before the thinking is thrust upon us by the content of the AGM booklets.

Notice has been given that resolutions along the following lines will probably be introduced at the 1969 AGM:

- That no fee increase be introduced beyond that recommended by the Finance Committee;
- That no fee increase be considered unless prior notice is given in the AGM booklet;
- That any resolution passed that has financial implications be introduced in the following year when provision has been made in the budget;
- That, recognizing that excellence of instruction is promoted through classroom teachers, we should promote teachers' welfare in salaries and working conditions;
- That we should examine all expenditures which do not directly benefit the salaries and working conditions of the classroom teacher;
- That the scope of the professional development division be defined;
- That major financial issues go to referendum of teachers.

Underlying every issue in the Federation is the question of how best to achieve our goals. Basically we want a partnership role in everything that affects education and our own welfare.

Do we go about it through force or through the power of our ideas and the specialized knowledge that supports them, or do we do both?

If the authorities are laggard in implementing research, and needed change, and the in-service that goes with it, do we step in ourselves, or do we prod the authorities to do it, or do we do both?

It is hoped that a considerable part of the January issue will be devoted to your thoughts on the direction of our professional organization. If you have a comment, please send it to the editor of the Newsletter by December 10.

Finance formula

Districts forced to mediocre level

By BRUCE WATSON
Assistant Director, Economic Welfare

A large segment of the cost of the basic education program in B.C. is calculated using an average dollar value arrived at by considering the total of approved school operating expenses for the whole province.

Regardless, then, of any special circumstances existing within each school district, the average dollar value is used in calculating each district's basic program.

The rejection of such a practice was clearly stated by Johns and Morphet in their text *Financing the Public Schools*.

As those school systems below the average move upward toward the average, the average is increased. This results in a 'moving average' which moves upward continuously. Fortunately the demand for education is so great that no school system strives to move downward toward the average. If that were not true, then theoretically the school systems above the average would drop their expenditures to average practice and those below would increase expenditures to the average. All systems would then end on the average without any system's inquiring into what kind of education was being purchased by the average practice. This hypothetical situation reveals the absurdity of using average practice as the criterion of how much money to spend for education.

Not only is B.C. using an average dollar value to compute a district's basic education program, but the former Minister of Education during a speech to the Legislature on April 1, in which he referred to some school districts being well above the province-wide average, said '... such relatively high-cost school districts must make an effort to bring themselves more nearly in line with the province-wide average insofar as reliance on provincial grants is concerned' — in other words, 'move downward toward the average.'

B.C. cannot accept any formula which is intended to move all districts to a mediocre level.

Retirement savings plan open for business

The BCTF Retirement Savings Plan is open for business.

Registration of the plan has been approved, reports Jack Bentley, Manager of the BCTF Co-op and the fund is now in a position to accept applications from teachers wishing to join.

Two earlier stories in the Newsletter have brought hundreds of enquiries from teachers across the province, says Bentley. 'The response has been far greater than we expected,' he said. It is a clear indication that teachers are concerned about their retirement years.

Bentley said the enquiries are now being processed and persons who wrote in will soon be receiving application forms in the mail.

Teachers find that the retirement savings plan offers an attractive investment for funds that are being returned to teachers from the B.C. Teachers' Pensions Fund.

Returnable to teachers from the B.C. Teachers' Pensions Fund are all contributions that come under these headings:

- all contributions made in respect of service after completion of 40 years;
- contributions in respect of salary received in excess of \$10,000 per annum during the period Jan. 1, 1961 and June 30, 1968.

Voluntary extra contributions are NOT returnable.

There are three options available to those who have returnable contributions:

- (1) Leave the money where it is. It will then earn money at the rate at which the B.C. Teachers' Pensions Fund earns (guaranteed 4%) and will be converted into an annuity that will form part of your pension at the time of retirement.
- (2) Withdraw the money. Such withdrawal will be subject to income tax. Tax may be paid at a rate which is the ratio between income tax paid and net income earned averaged over a three-year period.
- (3) Transfer the money to a registered retirement savings plan.

Transfer of funds carries no tax imposition. To accomplish a tax-free transfer, a teacher must first make application for membership in the BCTF (or any other) retirement savings plan.

He must then obtain a form entitled T.D.2. (These are available at the BCTF Retirement Savings Plan office, #206 - 2235 Burrard Street or Box 4222, Station D, Vancouver.)

This form, submitted to the Commissioner, plus the member's acceptance as a member of a retirement savings plan, are authorization to the Commissioner to make a payment without the withholding of tax.

A later release will explain the procedure necessary on the teacher's 1968 income tax statement.

Without any obligation to me, I request details of the

BCTF Retirement Savings Plan

Please forward a copy of the form prescribed for the transfer of a refund from a Pension Plan to the BCTF Retirement Savings Plan.

NAME _____

ADDRESS _____

To: BCTF Retirement Savings Plan,
c/o BCTF Co-operative Association,
206 - 2235 Burrard Street,
Vancouver 9, B.C.