

BRITISH COLUMBIA TEACHERS' FEDERATION NEWSLETTER

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Do we have 82 finance formulas?

By TOM HUTCHISON
BCTF President

AS PROPHESED by the B.C. Teachers' Federation some school districts are struggling with the problems visited upon them by the new education finance formula.

Its intent — to bring district education costs to an average — spells trouble for the 'high cost' districts.

Education costs must be scrutinised, and equitable methods have to be devised to meet these costs, but the real scrutiny should be directed to the quality of the education offered.

It's a pity that the 'low cost' districts, whose operations help establish the average, are not spotlighted like the others.

WHEN A formula leaves our largest district almost two and one quarter million dollars short of what the elected board feel is needed for sound education, then surely the formula may be questioned.

At present these boards have several alternatives, none of them good. They could slash. But how does a small interior district cut 11% from its budget?

How can even a large district cut one million dollars without either bleeding its entire operation, cutting out whole programs, or running its operations only as long as the money lasts?

IF THEY are not prepared to slash they may go to local authorities, publish a by-law which may be contested by referendum, or go to the government. Assuming they succeed, their operation is safe for one year only, and they may very well have to repeat the process. If they fail, then programs in existence since September will look pretty sick by late spring.

Uncertainty hangs over budgets. One hundred and ten percent of the previous year's average approved expenditures appear liberal, but what is 'approved'?

An increase in the instructional unit value of 6.8% looks liberal, but this barely takes care of inflation, and

does nothing really for districts whose instructional unit value is frozen.

WILL SOME of the districts over the 110% this year be given supplementary grants? Who knows? Boards are presently negotiating with the department on their budgets, and if they do obtain supplementary grants, how much closer are they to a 'formula' that they may apply with confidence? Do we have, in effect, as the BCTF pointed out, 82 formulas?

The spectacle of this district slashing budget, without reference to school administrators, or that district publishing a by-law and hoping the taxpayers won't notice, or another district negotiating for supplementary monies, is not pleasant.

THE NEWS media, in particular The Sun, have recently featured the idea of education as investment. If there is to be productive, thoughtful, investment, education requires financing in terms of its own needs, in accordance with a formula that allows accurate forecasting, and operational continuity.

Minister takes a 'second look'

Editor's Note: As we were about to go to press, Education Minister Donald Brothers announced that extra money would be available to districts in financial trouble because of the new finance formula. The General Secretary of the BCTF comments as follows:

By C. D. OVANS

BCTF General Secretary

Very welcome is the announcement of Education Minister Donald Brothers that the provincial government will raise the basic education budget of school districts faced with serious financial difficulties through the implementation of the school finance system passed by the Legislature in 1968.

There are indications that in certain districts at least a crisis would have developed had not the government decided on this 'second look.'

The budget of the Vancouver School Board, for example, is nearly \$2½ million in excess of expenditures approved under the grant scheme.

This excess occurs at a time when a 5% increase in the uniform mill rate levy coupled with

considerably higher assessments brought about because of a change in the Assessment Equalization Act would have reduced the government contribution to basic school costs in the city from about 30% to 10%.

City ratepayers, already faced with a substantial increase in school taxes could not be expected to vote for still higher taxes to raise the additional \$2½ million required.

The school board would have been forced to discontinue most of its special programs or else close the schools when money ran out.

The Minister will not like to admit that the grant formula is unworkable. He claims, according to press reports, that the reason for the extra offering is that the new school financing formula introduced by the government last year is not adequate for the first year, the year of transition!

However, the legislation passed in 1968 applied to 1968 school board budgets so we are in the second, not the transitional year of the operation of the new formula. Any formula that has to be adjusted through supplementary allowances is a poor formula.

A poor formula should be discarded or entirely revamped. Education in B.C. will continue to be threatened with crises every year if the present formula remains in effect.

The 'second look' should involve not only the putting up of a few extra millions of dollars this year but also a thorough re-examination of the school financing scheme. It is wrong in principle, and a few extra millions this year may hide but won't change that fact.

NO COMMENT

Quote of the Month (by Attorney General Leslie Peterson in the Vancouver Province, Jan. 17): 'I think we (the provincial government) have successfully dealt with the problems of mass education at the secondary level.'

Education finance

Formula at root of most problems

The most important problems faced by the Federation at the present time relate to the provincial education finance formula, Des Grady, Director of Economic Welfare, told the Representative Assembly at its January meeting.

Grady said the public confrontations between local associations and school boards last December arose mainly as a result of the

actual or anticipated limitations placed on school boards by the formula.

'We can expect that the education finance formulas as now constituted will create continuing problems for us,' he said.

Bruce Watson, Assistant Director of Economic Welfare, told the Assembly that he is assembling information on the number of

districts in financial trouble as a result of the new formula and appealed to Geographical Representatives to supply details from their districts.

He outlined procedures that the Federation is taking to gather information for a public information campaign on the effects of the formula.

He mentioned specifically Vancouver, West Vancouver and North Vancouver as districts with serious budgetary problems as a result of the formula.

A hand vote of the Representative Assembly showed that at least a dozen of the districts represented at the Assembly were facing similar problems.

Watson said two pamphlets will be produced — one on the basic formula and another setting forth problems arising from the formula. These will be distributed to MLAs and others.

In addition, members of the Education Finance Committee and the Executive Committee will visit various districts to discuss the formula.

Representatives of the Federation will also meet with MLAs and cabinet ministers in Victoria during the current session of the legislature to make known the concern of the Federation.

Press and Information Officer John Arnett reported that plans are being made now for the informational campaign that will take place immediately prior to the next election.

He said that in addition to the province-wide campaign to be conducted by the BCTF, local associations will be asked to work at the local level. A special information kit will be prepared for local PROs to assist them in this campaign.

Killeen nominated for BCTF presidency

The Representative Assembly has nominated Jim Killeen, of Vancouver, as its choice for President of the Federation for the 1969-70 year.

Killeen, who is vice-principal of John Oliver Secondary School in Vancouver, is First Vice-president of the BCTF.

The Assembly, at its January meeting, also nominated John Young, Campbell River, and Adam Robertson, Creston, for the post of First Vice-president. Robertson is currently Second Vice-president and Young is a member of the Executive Committee.

Nominated for Second Vice-president were: Louis Beduz, Comox; J. G. Johnston, Gold River; and Frances Worledge, Vancouver. All are present members of the Executive Committee.

Nominations for Members at Large on the Executive were: Mike Downing, West Vancouver; John S. Clark, Saanich; Harry Peebles, Fernie; Don Jorgenson, Vancouver; Gordon Sanborn, Ladysmith; Al Blakey, Vancouver; Les Isaacson, Victoria.



JIM KILLEEN

Elections will be held at the Annual General Meeting in Vancouver at Easter. Other nominations, by a local association, district council or 10 members in good standing could be received up until Jan. 31.

John Church returns Feb. 1

John Church, Assistant Director of Professional Development, will return to the Federation staff on Feb. 1. During the past year he has been on leave of absence teaching at the Institute of Education, University College, Dar-es-Salaam, Tanzania.

A priority task for Mr. Church during the next six months will be a survey of school library services requested by the B.C. School Librarians' Association and authorized by the 1968 AGM. A grant in support of this project will be provided by the Educational Research Institute of British Columbia.

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Fund to assist retired teachers

The Retired Teachers' Association has announced the formation of the R. R. Smith Memorial Fund.

Purpose of the fund will be to make available to members of the association gifts or interest-free loans to tide them over rough spots.

The fund will be financed from interest the Retired Teachers' Association will receive on money it realized on the sale of property it held in the Lower Mainland.

The fund has been named after the late Bob Smith because he was responsible for the association's acquiring the property.

Participation in the fund will be confined to members of the Retired Teachers' Association.

Paul Whitley, past-president of the association, says that one of the difficulties the association will face in the operation of the fund will be the reticence of those who are in strained circumstances about asking for assistance.

'We hope,' he told the Newsletter, 'that the members of our association will keep a sharp eye out for those of their friends who might benefit from the fund. All correspondence and other communications will be confidential, and reports on the use of the fund will simply be in terms of the total sums expended and, if applicable, recovered by repayments.'

'We anticipate that the fund may assist our Sick and Visiting Committee, which has a small imprest fund now, for which it must account to the executive. The R. R. Smith fund should enable the committee to be more generous with gifts, to extend its activities beyond Vancouver and Victoria, and to have the out-of-pocket expenses of its members reimbursed without depleting the funds of the association.'

'We shall do our best to see that all needs are met. We ask

members of the association to tell us where the needs are.'

The committee which will administer the fund consists of William Auld, chairman, No. 117, 2105 W. 32nd Ave., Van. 8 (261-1521); Miss K. Thompson, 1308 Dogwood St., Van. 14 (261-6724); Andy Hutson, 4049 W. 27th Ave., Van. 8 (224-7522); and Fred Willway, 3151 Glen Lake Rd., Victoria (478-3106).

\$6,000 research award

The Educational Research Institute of British Columbia has awarded a grant of \$6,000 for a research study of present educational provision for emotionally disturbed children in the schools of B.C., and to make recommendations for a more adequate program.

This study will be directed by Dr. S. R. Laycock, former dean of education at the University of Saskatchewan and former visiting professor of education at UBC. Dr. Laycock, who is a recognized national authority in the field of special education, will be assisted in the study by James A. Findlay, supervisor of student personnel in Burnaby school district.

The study is limited to what the school can do for those emotionally disturbed children who need treatment in a special residential facility.

The Canadian Mental Health Association estimates that from 5 to 10% of children are sufficiently disturbed to require extra help. These are youngsters whose inability to learn cannot be explained by intellectual, sensory or health factors.

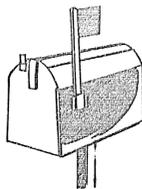
They usually show persistent evidence of anxiety, fear, unhappiness, despondence, aggressive or hyperactive behavior.

These children frequently have physical complaints without apparent cause and they usually have difficulty in getting along with other children.

Such youngsters may disrupt the work of the classroom, place undue strain on the teacher, and further their own maladjustment.

Adequate provision for the education of these emotionally disturbed children, who with special help and services can be taught in the school, should decrease the number who otherwise would require special residential care and treatment.

Mailbox



Overhaul Public Schools Act

Dear Sir:

Concerning Mr. Hutchison's request for comments on the direction of our professional organization, here are several suggestions.

1. Cost of operation. About double budgeted for '69 over '67 for salaries, with any gain in services rather dubious. Budget for in-service functions, etc., very high.

Solution: The BCTF must become the sole agency for educational change in the province, and financial support as well as technical assistance should be supplied by the government, without dictation as to how teachers' affairs should be conducted.

2. Public Schools Act. Teachers and education

are held back by many archaic sections in this Act. A necessary requisite to the BCTF becoming the sole agency for educational policy and change is the complete overhaul of this Act, so that it will become an instrument for innovation in the schools of this province, and will allow for decentralization so that the local broad-based forces in the community can make the decisions on goals and means in education, rather than only business and industry. Education for the future must cut out those traditions which hinder progress, as embodied in the Public Schools Act.

PETER G. CORDONI,
18280 - 74th Avenue,
R.R. #3, Cloverdale, B.C.

Let's Limit 'Malignant Minority'

Editor's note: As pointed out in a previous NEWSLETTER, the response to a request for members' views on the Federation's operations and finances was slight. We are running again the full text of a letter received from one school staff. Local Associations and staffs might be interested in a discussion of the merits, or otherwise, of the Federation's involvement in a wide range of activities.

Dear Sir:

The staff of General Gordon School wishes to go on record as being in support of the suggestion to set limits on the 'Malignant Minority' as put forward by Torquil MacLeod of Edmonds Elementary Secondary School in the May 1968 BCTF NEWSLETTER.

A survey was made in the latter school indicating that a majority of teachers would not have supported the \$5 fee increase and a \$3 levy voted for at the last AGM. A similar survey has been conducted on this staff and the results are even more overwhelming against the recent fee increases.

e.g. 1. Would you have voted for the \$5 fee increase?

2. Would you have voted for the \$3 levy?

Question	Yes	No	Undecided
1	0	25	0
2	1	24	0

We endorse Mr. MacLeod's proposal that each member be given one vote but suggest it be amended to apply only to those resolutions proposing fee increases or levies. In our opinion, the other resolutions and recommendations are being handled satisfactorily under the present system.

However, we strongly desire and will insist on more control over the variety of 'spontaneous' proposals for fee increases that have arisen on convention floors in recent years and have been passed by unprepared delegates responding to emotionally charged speeches.

Let's consider the pattern of fee increases over the last decade.

Year	Operational Fee	Fee Increase	International Assistance	Levies	Total Annually
1952-57	\$25				\$25
1957-58	\$25	\$ 5			\$30
1958-59	\$30	\$ 5			\$35
1959-60	\$35				\$35
1960-61	\$35				\$35
1961-62	\$35	\$ 8	\$1		\$44
1962-63	\$43		\$1		\$44
1963-64	\$43		\$1		\$44
1964-65	\$43		\$1		\$44
1965-66	\$43	\$12	\$1		\$56
1966-67	\$55		\$1	Quebec Campaign	\$56
1967-68	\$54	\$20	\$1	\$1	\$76
1968-69	\$74	\$ 5	\$1	\$3	\$83

We have no quarrel with the increases up to 1965. An average increase of 5-6% annually is reasonable and compatible with salary increases. However, in very recent years the pattern has been quite different.

The 1965 fee increase of 27% came under the provision of the 5-year plan. Since the next increase was imposed only two years later the annual rate of fee increase reached about 14% by 1967.

At that time the Finance Committee recommended a further fee increase of 18.5%. However, the delegates to the AGM were stampeded into approving a 'spontaneous' resolution to raise the fees for twice that amount or 37%!!

The membership is now faced with this astronomical rate of increase per annum. We suppose we are to be grateful that the fee increase effective September 1968 is only 11%, including the \$3 levy.

The economic improvement of teachers rose at an average rate of only 6% over the last few years. Therefore, there can be no justification for those exorbitant demands on the membership, especially since continued growth of the membership alone guarantees a substantially increased revenue for the Federation.

We cannot help but question the necessity of such staggering increases. According to our Past-President writing in the BCTF NEWSLETTER, British Columbia has the most 'diverse and ambitious program initiated and sponsored by any teachers' organization in Canada.'

Obviously, there is no limit to the amount of energy a teacher can expend in a classroom. Nevertheless, at some point in each case lines must be drawn.

We think that the BCTF should establish clearly defined goals and a list of priorities that will benefit the majority of teachers and dedicate itself within its present means to the achievement of these goals.

We also think the BCTF has become over-extended and if the present rate of diversification continues we as members will find it increasingly difficult to support further expansion.

Surely expansion and expenditures are at least suspect if the Finance Committee does not feel compelled to recommend them after thorough and detailed study.

Therefore, the prestige and authority of the president's office should not be used to gain additional funds from fees in the dying minutes of an AGM, overriding the carefully prepared report of the Finance Committee.

If justification for such a last imminent demand exists, each member must be given the vote directly, and not through his delegate. Surely such proposals as the levies for Quebec and international assistance of \$1 each could be included in the Finance Committee Report.

It is evident that the 'Malignant Minority' seems to have found a highly successful method of extracting money from an unsuspecting membership.

We urge others with similar views to make them known to the BCTF.

Yours truly,
THE STAFF
General Gordon School,
Vancouver.

EXECUTIVE COMMITTEE REPORT

One of the interesting features of the January meeting of the Executive Committee was an informal discussion with several students from Greater Vancouver secondary schools, members of the Vancouver Inter-High Union.

The student group is preparing a brief advocating reforms it believes should be made in the school system. The students outlined 12 of its proposals for the Executive Committee.

Executive members were impressed by the students and by their ideas. Many of the student objectives were similar to suggestions made by the BCTF Commission on Education.

FOURTEEN RESOLUTIONS from local associations and school staffs were considered. Among the actions resulting from the discussion were the following.

The table officers will study the matter of teacher tenure (in-

cluding dismissal procedures) as a basis for a special report on the matter by the Executive Committee to the Annual General Meeting.

A list of the responsibilities of the Division of Professional Development, together with cost estimates, will be published in a future issue of the Newsletter.

The In-service Education Committee will be asked to study its method (part c. of statement 14. C.24) of making grants for local and regional in-service projects.

The Executive Committee will attempt to obtain precise information on such matters as school construction referenda money approved, but not released, and the number of school gymnasiums not built.

The matter of workman's compensation payments to teachers (no payments made in July or August) will be pursued with the appropriate officials in Victoria.

The Effective Teaching and Learning Conditions Committee will be asked to pay particular attention to noon hour supervision.

THE PSA COMMITTEE proposed that provincial specialist associations be permitted to enroll as members people who are not members of the BCTF (e.g., university teachers).

The committee indicated that the proposal would mean BCTF grants to PSAs on behalf of non-members of the BCTF, but that more money than would be paid in such grants is probably spent now in the form of staff time in efforts to ensure that only BCTF members are accepted as PSA members.

The proposal could affect BCTF fee revenue. About 200 people become associate members each year to become eligible for PSA

membership. Their associate membership fees bring the Federation \$2,000 annually. Such revenue would be lost if the PSA Committee's proposal were adopted.

The Executive Committee agreed to submit the proposal to the AGM, in the form of a constitutional amendment.

NEW POLICY STATEMENT

Approved for submission to the AGM was a new policy statement proposed by the Curriculum Directors.

The statement reads: 'That the BCTF believes that the interests of all concerned are best served when the evaluation of all students for all stages of school progress is the responsibility of the school.'

The statement is intended to complement policy statement 10. A.03, which calls for the abolition of Departmental secondary school leaving examinations.

The Executive Committee also approved three proposals of the Curriculum Directors for amendments to the Public Schools Act.

The proposed amendments would add the words 'and other instructional media' to sections of the act authorizing courses of study and textbooks, and would authorize special grants to school boards for special local programs and for instructional materials for those programs.

LES ISAACSON, chairman of the Effective Teaching and Learning Conditions Committee, reported that his group notifies the General Secretary or the Professional Relations Commission of any situations in which it believes a teacher is being intimidated as a result of reporting a possible intolerable teaching situation.

A person who finds himself in such a situation need not wait the action of the ETLCC Committee, however; he may write directly to the General Secretary to seek advice and guidance in any situation in which threats or intimidation have been used or implied.

CREDIT UNION

The ETLCC Committee will recommend to the AGM that its name be changed to Learning Conditions Committee.

It will also recommend that statement 13.B.02 (favoring staff committees) be deleted from Policies and Procedures, but will submit a new statement on staff committees to take its place.

SALARY NEGOTIATIONS this year were complicated considerably by such factors as the education finance formula, the new certification procedures, the actions of some of the bargaining agents employed by school boards, and the tactic used by many school boards of terminating the 1968 contract in an attempt to exclude from the agreements with their teachers' associations all matters except salaries and bonuses.

Despite these conditions, salary increases reached by agreement or arbitration averaged 6.2%.

The Executive Committee went on record 'as appreciating the Herculean and very successful efforts of the Division of Economic Welfare in agreements this year.'

KEN AITCHISON, Director of Communications, reported that the B.C. Teacher and the BCTF Newsletter face severe increases in postal rates in April.

The new rates will increase mailing costs of both publications as much as 500-600%. Minimum increase, depending on how the publications are classified by postal authorities, will be 50-60%.

Amateur film competition

The Federation of Canadian Amateur Cinematographers has announced that entries for the Canadian Amateur Film Competition are now being accepted. The competition, held each year, includes a youth section for those up to and including 21 years of age. Write to the Federation, P.O. Box 273, Youville Station, Montreal 351, P.Q., for complete regulations, entry forms and posters on the competition.

Amateur film competition

Clague PTQB evaluator

Jack Clague, a retired elementary school principal, has been appointed temporary evaluator of teacher qualifications by the Provincial Teacher Qualification Board.

Clague will be responsible for setting up an office and for organizing the evaluation service to be provided by PTQB.

Until this organizational work has been done, requests for evaluation cannot be processed. The Board will announce when such requests may be submitted.

A permanent evaluator will be appointed in August to succeed Clague and to become the Board's executive officer. The position will be advertised in the near future in the B.C. Teacher and in other media.

The Provincial Teacher Qualification Board was organized by the BCTF and the B.C. School Trustees Association when the Department of Education revised its certification procedures.

THREE CERTIFICATES The Department formerly issued six certificates, but now issues only three: a teaching license (equivalent to the former EC and EB certificates), a standard certificate (equivalent to the former EA) and a professional certificate (equivalent to the former PC, PB and PA certificates).

Because salary agreements have traditionally included at least six categories, based on the Department's former certification categories, the BCTF and BCSTA saw a need for an advisory service to teachers' associations and school boards in evaluating the qualifications of teachers, particularly those who trained outside B.C.

The Board hopes to be able to adopt the 'program approach' to evaluating qualifications. This approach will require the Board to evaluate the programs of various teacher training institutions, inside and outside B.C., and to indicate that the successful completion of a given program will qualify a person for a particular category.

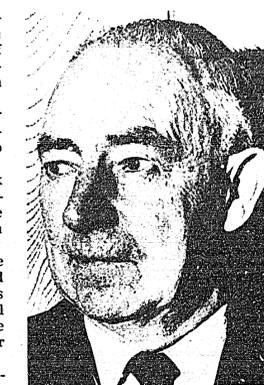
FAIR TO ALL The Board hopes that the program approach will simplify evaluating procedures, yet be as fair as possible to all teachers.

The Board will not deal with salary categories or with recognition of experience. These matters will be left to negotiation between teachers' associations and school boards.

The PTQB service will deal with qualification categories only, and will evaluate qualifications in terms of years of professional preparation.

Initially the Board will recognize six categories, each representing the corresponding number of years of university training, including at least one year of teacher education.

For example, a teacher with an approved program consisting of a four-year Arts or Science bachelor's degree plus one year of



JACK CLAGUE

teacher education will qualify for category five.

Category six will represent six or more years of university training.

To have his qualifications evaluated by PTQB, a teacher must first obtain a certificate, or a guarantee of one, from the Department of Education.

TWO FROM BCTF The Board is made up of two representatives from the BCTF, two from the BCSTA, and a chairman appointed by the other four.

Chairman this year is Dr. Arthur Kratzmann, of the University of Victoria. BCTF representatives are Jim Killeen (First Vice-president of the Federation) and Ken Aitchison, Director of Communications.

BCSTA representatives are Frank Beinder, of Trail, a BCSTA past-president, and P. T. Sampson, Secretary-Treasurer of the Campbell River School District.

Conference to study drug use

The BCTF and the BCSTA are organizing a conference on what the provincial government calls the alarming extent of drug use in schools.

Education Minister Brothers, in announcing the conference, said the purpose will be to help public school personnel learn how to handle problems concerning the use of drugs.

A representative from each school district will attend the conference, to be held in Burnaby February 27-28.

ASSETS TOP \$7 MILLION

B.C. Teachers now is the province's seventh largest credit union, with assets of over \$7,600,000.

During the past year the total savings of members in the credit union increased by \$712,577 to reach a new high of \$6,211,758.

In 1968, 2,575 loans were made to members. Total of loans made during 1968 was \$3,432,169.

Some 34,812 loans, totaling \$29,795,111 have been made since the incorporation of the credit union.

Most of the credit union records have been converted to a computer, thus eliminating much routine office work.

The Data Center can also provide tax statements for members and other information of a statistical nature.

During 1968 the advertising firm of Young, Ross, Anthony was retained to prepare an advertising campaign for the credit union.

The imaginative campaign has proved to be very successful and has attracted favorable attention from other teacher credit unions across Canada, says manager Ernie Simpson.

WANTED — December issues of The B.C. Teacher.

The BCTF office is very short of this issue. Schools are asked to send in any available copies. Costs of mailing will be refunded.

Representative Assembly report

Urban locals

The Federation must consider decentralizing its activities if it is to operate most effectively on behalf of all teachers, General Secretary C. D. Ovans told the Representative Assembly.

Ovans made the comment during the discussion of a motion to add \$12,000 to the 1969-70 budget to provide assistance to large urban locals.

Ovans said the Federation is only as strong as the parts that make it up and more thought must be given to direct assistance to these parts.

'There comes a time in the development of any organization when some form of decentralization is called for if we are to attach any real meaning to such terms as participatory democracy and involvement,' Ovans said.

He said he foresees regional offices in different parts of the province with staff members who will keep in close touch with local developments.

'I believe that in time most of our regions could support regional offices and most of our urban locals could support their own offices,' he said. A communications network could be built up around these offices.

Ovans said the \$12,000 initial allocation of funds could be looked on as seed money in preparation for the decentralization to come.

'Large urban locals have real problems that we must assist them to overcome,' Ovans said. 'To them an office is a must, not a luxury.'

In the general discussion of the matter it was brought out that aid to large urban locals could come in two ways — either through loans to assist them to set up offices or by way of grants to help them conduct studies to define some of the problems facing them.

Some delegates felt that urban locals should not be subsidized at the expense of smaller locals elsewhere in the province.

President Tom Hutchison pointed out that he believed that one of the biggest problems faced by the Federation was generating the interest of members of urban locals in BCTF affairs.

Because the teachers in these areas tend to be more experienced they do not require many of the services, such as in-service training, lesson aids, and so on, that the BCTF offers.

'In my visits in the urban areas, I have detected a spirit of non-commitment to the BCTF which has concerned me very much,' he said.

Commission report

Should the report of the BCTF Commission on Education be adopted as Federation policy or not?

This question came up for discussion at the January meeting of the Representative Assembly.

President Tom Hutchison said he had been asked the question a number of times and had answered that the idea of the Commission was to stimulate discussion and dialog among educators.

'The report is doing its work in this way and I am reluctant to start pushing from the top,' he said.

Past President Bob Buzza said he believed that there should be as little direction from above as possible in encouraging teachers to discuss and form their own opinions about the recommendations.

'Those ideas that are particularly relevant will come forward from the committees that are discussing them,' he said.

Director of Professional Development Bill Allester said the report was being widely discussed by teachers. He said a number of the resolutions to the AGM used the report for supporting evidence.

He said requests for copies of the report had come from different parts of Canada and from as far away as Queensland, Australia, where teachers were very impressed with the report and its findings.

The report will be on the agenda of a number of spring conventions and will be discussed at the AGM, when Lloyd Dennis, co-author of the Hall-Dennis report in Ontario will speak on the Ontario report and also comment on the BCTF report.

'There are a number of cases where both commissions say the same thing in different words,' Allester said.

Study of superintendents

Second Vice-president Adam Robertson gave the Representative Assembly a progress report on the work of the Ad Hoc Committee on the Role of the District Superintendent, formed in the fall of 1967.

He said the committee initially had trouble enlisting the support of the Superintendents' Association in gathering information. However, this opposition has been overcome and superintendents are co-operating fully.

The committee has worked out a draft job description for the superintendent and has singled out 20 areas of concern about the superintendent's role.

Report on LP study

More than 50% of teachers on Letters of Permission hold a degree of some kind, first vice-president Jim Killeen reported to the Assembly.

He was reporting on a study of teachers on Letters of Permission undertaken by a sub-committee of the Teacher Education Committee.

Killeen said many of the LP teachers were teaching in areas in which they hold a degree. 'This is not always so with certificated teachers.'

The committee believed that the long-term solution to the LP problem has to be found in (1) increased enrollments in faculties of education; (2) better retention of existing teachers; (3) provision for part-time employment of teachers; (4) a tighter definition of 'teacher'; (5) not designating certain courses, such as French, as compulsory courses; (6) employment of auxiliary school personnel; (7) improved (and more desirable) teacher education programs.

Short-term concerns include insisting that no LP be appointed to any position for which a suitable qualified teacher is available; insisting that LPs continue with their teacher training; preventing the automatic reappointment of LPs and being alert to the possibility that that teaching position is such that no qualified teacher would take it, thus creating the need to appoint an LP.

The Assembly passed a number of recommendations with regard to future policy on LPs, including greater liaison between Geo-

graphical Representatives and LP teachers; revision of the BCTF Constitution to provide for two categories of active members — qualified teachers and LPs; in-service training programs for LP teachers.

PSA grant increased

The BCTF per capita grants to Provincial Specialist Associations will amount to \$24,630 in 1969-70 under a new formula approved by the Representative Assembly.

Under the formula the BCTF grant will be \$3 a member for the first 250 members and \$2 a member for all members over 250.

The RA also approved a recommendation that the procedure statement imposing a ceiling on PSA accounts be removed.

The PSA Committee backed up its presentation for a higher grant with an impressive, illustrated report on PSA activities entitled 'Involvement, PSAs are with it.'

PSA Committee Chairman S. Galbraith told the RA that the PSAs needed a higher grant if they were to operate effectively. He said even with the proposed increase the BCTF per capita grant to PSAs was lower than grants to similar types of associations in other teacher organizations across Canada.

Speaking in support of the grant, Frances Worledge, Vancouver, said the work of PSAs in curriculum alone would require the services of at least four staff people if the PSAs couldn't afford to do it. She said PSAs are the heart of the Federation's professional development program.

Harry Peebles, Fernie, said he was opposed to any further subsidy for PSAs, 'but attacking PSAs is pretty close to attacking motherhood in this organization,' he said.

Salaries up 6.2 per cent

Average salary increases won through settlements and arbitrations was the same — 6.2% — Des Grady, Director of Economic Welfare, reported to the Representative Assembly.

He said the final percentage is still not available, however, because agreements still have to be signed in a number of districts where increases were to be based on settlements in other districts.

Of the 88 bargaining units in the province, 75 went to conciliation and settlements were reached in 58 units. Bargaining agents were employed by boards in 57 bargaining units.

Co-op reports

A non-term interest rate of 7% on investment savings effective January 1 was announced by the B.C.T.F. Co-operative Association.

A recent report by the Co-op showed that at the end of its fiscal year in October 1968, assets amounted to more than \$18 million.

The current growth pattern indicates that assets should exceed \$20 million early in 1969, says Manager Jack Bentley.

Member investments amounted to \$15,100,000 at October 31, 1968, compared to \$12,300,000 at October 31, 1967.

A record of \$3,700,000 in housing loans was approved by the association during 1968. The net increase in mortgage loans to members, after principal repayments, amounted to \$2 million, bringing total loans to members to \$12,462,000 by Oct. 31, 1968.

Hundreds use resources center

More than 800 teachers throughout the province are actively using the BCTF Resources Center.

Hundreds of periodicals, several thousand books and pamphlets, films and tapes are available for loan.

The center, supervised by Miss Helen Mason, a graduate librarian, serves teachers and administrators by supplying information on the basic issues and daily teaching problems including evaluation of pupil progress, individualized instruction, nongrading, flexible scheduling, teacher aides and curriculum.

Information provided through the center enables teachers to keep abreast of new developments.

Material for speeches, meetings and panel discussions is available, as well as reports and minutes of important conferences.

The service has grown greatly since 1965, when, during a five-month period, 99 persons used 228 items. During the same period last year the center handled 1,513 requests for 2,602 items.

All B.C. teachers may use the facilities of the resources center. Please write to Miss Mason, BCTF Resources Center, No. 105 — 2235 Burrard St., Van. 9, telephone 731-8121 (local 267), or come in person 9 a.m. to 5 p.m. Monday to

Friday and on Saturday from 9 a.m. to 1 p.m.

Teachers elected

These teachers elected to municipal office in the December election were not included in January's issue of the Newsletter.

They are: Don Wilson, District of North Vancouver Council, who was re-elected to third term as alderman. He currently teaches at Vancouver Technical High School. He is also a senior alderman of the council.

Harold I. Banks, principal of Millstream Elementary School in School District No. 62 (Sooke) was appointed a member of the regional board for Victoria, representing the electoral district of Colwood.

Former teacher at Burnaby South Mrs. Bernice McDonough was confirmed a trustee in Burnaby after a recount in January.

William Farenholtz, a former Abbotsford teacher, won the school board candidacy on a recount in January. Farenholtz is currently not teaching.

Bonspiel planned for Easter week

The first open-mixed Provincial Teachers' Curling Bonspiel will be held in Vancouver Easter week — April 8, 9 and 10.

Roy Ronaghan, Assistant Director of Professional Development, reports that response to stories in the Newsletter asking for teacher opinion on whether or not such a bonspiel should be held has been excellent.

'We have had letters from all parts of the province stating that the bonspiel would be an excellent idea and indicating that a large number of rinks would be willing to take part,' he said.

The bonspiel will be held at the McPherson Curling Centre, 7325 Macpherson, Burnaby.

There will be four events, with the first event the C. D. Ovans Challenge Cup. Limit for the bonspiel will be 72 rinks with entries on a first-come first-served basis.

Thirty-six registrations will be held until March 1 for districts outside of the Greater Vancouver area. All curlers must be BCTF members and mixed rinks must have a minimum of one man or one woman playing any position.

Registration fee is \$40 per rink. To be valid, the registration must be accompanied by a \$10 deposit, non-refundable if the rink appears on the draw.

An advisory committee made up of representatives from the Greater Vancouver area is working with Ronaghan on the bonspiel.

ESTEVAN DISPUTE

Education Minister, Dr. J. C. McIsaac, said this week that he may move into the Estevan teacher-trustee dispute if all local avenues fail. Dr. McIsaac was referring to the resignation of all 102 teachers employed by the public and collegiate boards in Estevan, effective Feb. 22, in support of Helen Lees, a collegiate teacher who was reprimanded by the board for disciplining a student. More than a month ago the STF declared the three Estevan school boards — public, collegiate and comprehensive — 'in dispute.' The designation indicates that the STF advises teachers they may not accept, or apply for, a position in these school systems until the dispute has been resolved.

REGISTRATION FORM

BCTF Provincial Teachers' Open — Mixed
BONSPIEL, APRIL 8, 9, 10

Please enter rink
under name

Please PRINT

in the 1st annual BCTF Provincial Teachers' Bonspiel. I enclose a cheque for \$10 made out to B.C. Teachers' Federation as registration fee, non-refundable if my rink appears on draw. Balance of the \$40 will be paid at the registration desk Tuesday morning, April 8. Entry deadline is March 21.

Date..... Telephone.....

Signature.....

Mailing Address.....

Clip and mail to: B.C. Teachers' Federation,
c/o R. B. Ronaghan, 105 - 2235 Burrard Street,
Vancouver 9, B.C.