

B. C. Teachers' Federation Magazine

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It is within the possibilities for our schools to be so conducted and utilized that they shall impart a love of righteousness and justice to all the children of all the people; shall disseminate among them a true spirit of mutualness, and breathe into them the breath of brotherly love and of genuine democracy, for use in all the affairs of life, both private and public. That is what these schools were established to do; and that they must do, or yield their place to some institution that can do what the situation demands.

But if these schools do this, they must meet the needs of ALL the children of ALL the people, so that, when grown, these children, having become men and women, shall be EQUAL TO A SATISFACTORY ADJUSTMENT OF THE ISSUES THAT ARE UPON THEM.

The situation demands of our public schools that they fit all of the children of all of the people for all of the duties of life for which God has given them power. For such work all of the people contribute a common fund which can rightfully be used only for the common good of all.

I have faith to believe that the common sense of all our people will, one day, put our public schools into such shape that they will do all that is required of them: that they will take into account the way the children are, each one of them, and that they will so teach, train, and educate them that they will, each one, fill to the full the particular niche in our community which his or her own individuality is best fitted for.

—Wm. Huxley Smith, "All the Children of All the People."



J. G. LISTER, PRESIDENT

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EDITORIAL

THE MAGAZINE AND ITS PURPOSES

IN accordance with the resolution of the Annual Meeting, the official organ of the B.C. Teachers' Federation makes its appearance. At present it is without a name, and the task of finding a suitable one is to be left to its readers. An announcement of the competition for this purpose will be found on another page.

The Magazine is entirely under the control of the B.C. Teachers' Federation, being published by that organization, while the General Secretary, Mr. Harry Charlesworth, will be its managing editor. An Editorial Board is being formed, and the following well known educationalists have already consented to act as members: Dr. H. Coleman, Dean of the Faculty of Arts and Science, University of B.C.; Dr. G. G. Sedgewick, Head of the Department of Literature, University of B.C.; Miss Helen Stewart, City Librarian, Victoria, and Member of the Provincial Library Commission; Dr. Sanderson, of King George High School, Vancouver; and Mr. J. G. Lister, Principal Vancouver Technical School, and President of the B.C. Teachers' Federation.

It will be evident from a glance at these names that the magazine will reach a high standard and will supply a long-felt need in the ranks of the teaching profession of British Columbia.

While the main purpose of the organ will be to keep all members fully in touch with the activities of the Federation, yet it is hoped to give each month articles containing information and inspiration for those engaged in the work of education, whether as teachers, administrators, trustees, or parents. The education of the child is suffering in this present day, largely because our adult population is not sufficiently enlightened to correctly appreciate the extreme importance of our schools in the life of a people. We intend to devote some of our energies to missionary enterprise in this regard.

We hope that affiliated Associations and individual members will favor us with any news of general importance, while literary contributions from any source will be greatly appreciated.

Remember, the magazine is your own magazine, and the only desire of the Editorial Board is to make it just what you would wish it to be. Any constructive suggestion or criticism will be welcomed.

The policy of the magazine will be based on the same foundation as the Federation, namely, "Fair Play, and a Square Deal." We shall be prepared to speak quite plainly at all

times on all issues, without either fear or favor. We shall not, however, open up our columns to any kind of mere destructive criticism, or abuse. We shall be concerned with issues and principles only—personalities will be of no consequence. We shall work in the interests of "Co-operation of all educational factors"; not a poor and worthless co-operation brought about by the weak being sacrificed for the strong, the few for the many, but that practical and valuable co-operation which is the result of a just recognition on the part of each factor, of the rights of each other factor, and a willingness on the part of all to make such readjustments as will be mutually satisfactory to all concerned.

FEDERATION YEAR BOOK

As will be seen, the first two issues of the Magazine have been combined. This has been done in order to enable us to put in the hands of each member of the Federation a Year Book, containing full information of the activities of the Federation during the past year. The constitution of the Canadian Teachers' Federation, the revised constitution of the B. C. Teachers' Federation, and a model constitution for the organization of local Associations are all given—while reports of the Imperial Conference of Teachers held at Toronto, and the Annual Meetings both of the Dominion Federation, and our Provincial organization, are included.

In addition we have also printed a complete list of the membership of the B.C. Teachers' Federation for the year 1920-21, so that all members will be able to have the same for reference.

We would respectfully suggest that every member should preserve this Year Book, and should closely study its contents. Questions are sometimes asked as to just what our Teachers' Organizations are accomplishing. A small portion of the answer will be provided by a perusal of this issue.

"STATE SALARY EXPECTED"

Some School Boards in this Province are in the habit of advertising for teachers, asking all applicants to state salary expected. Teachers generally have a great objection to such advertisements—but, of course, the Trustees have the right to follow whatever method they desire in the matter. The teachers themselves can do most to bring about the cessation of such a practice, for if the Trustees found that such an advertisement brought

forth little response and if they found that no teacher stated a salary less than that desired for the position by the Teachers' Federation, they would, no doubt, revise their wording of such notices. The system simply leads to "underbidding for positions," a practice which is distinctly unprofessional and we would ask all teachers to keep this in mind.

We think it only right to point out that a few of our Provincial Trustee Boards use this form of advertisement, not simply to get a "cheap" teacher, but rather the reverse. Their policy is to pay no attention to those who state a low salary, believing that they evidently must be inefficient to be willing to teach for so little, but carefully select from amongst those who have named a salary worthy of the position. We know of one particular case, where a number of teachers applied for a position, and several suitable candidates named a salary of sixteen hundred dollars. One, however, named the Federation Scale salary of eighteen hundred dollars. The School Board wired to the latter applicant asking if she would accept of sixteen hundred, the salary named by the other teachers. Upon receiving the reply by return wire that she would accept nothing less than the eighteen hundred dollars, the Board decided that she must evidently be an excellent teacher who appreciated her own value, and appointed her at the higher salary. They admit that they have not regretted their choice. So it is a matter for the teacher to consider—"What value do you attach to your own services?"

While we are dealing with the matter of advertisements for teachers, we would congratulate the Fernie Board on its far-seeing policy. They have already advertised "Federation Scale of salaries paid for all positions." This business-like policy will mean that Fernie will have no difficulty in attracting and retaining efficient teachers.

BREAKING THE LAW

Each year brings forth a repetition of the charge that teachers do not keep the School Law with regard to resignations, but upon receiving other appointments leave without any consideration for their obligations to the Trustees of their former school. We wish to point out in the first place, that comparatively few teachers are guilty of such a practice. There are quite as many who keep the law, and sacrifice both promotion and increased remuneration in so doing.

In spite of this, however, we state emphatically that the B.C. Teachers' Federation does not countenance in any way the practice of breaking faith, and forgetting obligations. We expect Trustees to follow the law, and we also expect our own members to do likewise. If

School Boards keep such faith, then the teacher should keep up to an old custom. We have known School Boards, however, that have shown no respect for agreements to which they were committed, who have later been most loud and persistent in their charges that teachers have left them without due and proper notice.

The School Law as at present constituted makes its rigid observance almost impossible, and the Teachers' Federation is, at the present time, acting in conjunction with the Provincial Teachers' Association, in order to attempt to find a solution which will enable all teachers to keep the law, without suffering changes of promotion, and will also properly safeguard the Trustees from being left without good teachers a few days before the opening of a school term.

The main difficulty may be illustrated by considering the summer term. If teachers in cities and municipalities wish to leave, they must notify the Board by June 1st. Now, as all teachers delay sending in their resignations until this date, the Boards do not know who is leaving, and hence no advertisements for teachers appear until a much later date. When such advertisements do appear, the teachers reading them desiring to make application, cannot now legally resign their former position. In rural districts the teachers have an advantage, inasmuch as they may resign within ten days after the Annual Meeting, which must be held on the second Saturday in July. Rural school teachers have the privilege, therefore, of knowing what vacancies there are in many schools, and also of trying to secure other positions before the legal date for their resignation is reached. It is felt that some alteration can be made which will be just to all concerned.

NEW WESTMINSTER'S POSITION

The City of New Westminster is in an unenviable position, in the eyes of the educational world, at any rate, and possibly also in the opinion of all fair-minded persons. A legally constituted Arbitration Board was empowered to say what should be regarded as a "fair" salary for its teachers for the year 1921, and both the School Board and the teachers agreed to accept the findings of the Arbitrators. The decision was given, and it was decided that the teachers should be paid the amounts they had asked. A "fair" salary was specifically named for each teacher.

The citizens, or rather that portion known as the taxpayers, voted that the money should not be found to pay such a "fair" salary. The great majority who should have voted did not even trouble to record an opinion.

By this decision, the city stands in the position of being opposed to the principle of paying "fair wages," in spite of the fact that the Council has, we understand, always prided itself on its payment of the "standard wage." We venture to suggest that such a position is not in the interests of New Westminster, and we trust that the citizens will see that some effort is made even yet to remedy the present anomalous position, and to find a solution which will bring to a satisfactory conclusion a long-drawn-out dispute, a solution which will restore good relations between the teachers, the trustees, and the whole community.

A BOARD OF REFERENCE

The Teachers' Federation is asking the Department of Education and the Trustees of the Province to agree to the establishment of a Permanent Board of Reference, to which all disputes between Teachers and Trustees shall be referred, and present indications are that such a Board will be acceptable to all parties. New Zealand, Australia, and Manitoba have all found such a Board to be of tremendous value, and in these places all disputes have been amicably settled. As a practical illustration of its value, we may cite the case of Mr. W. P. Bayley, M.F.P., Principal of King George School, St. Boniface, Winnipeg. Mr. Bayley spoke at a service of the Labour Church, and was reported to have made statements which were considered by his Board to be of such a serious nature from a religious viewpoint that they met at once and instantly dismissed him. Mr. Bayley claimed he had been wrongly reported and that his words were being misinterpreted.

The Canadian Teachers' Federation called a special meeting, and decided, without being in a position to express any opinion on the merits of the case, that Mr. Bayley was entitled to a fair hearing, and also entitled to defend himself against the charges made. They therefore decided to support the Manitoba Teachers' Federation in asking that the Manitoba Board of Reference should consider the matter, and also suggested through the press that until such a trial had been completed, no teachers should apply for the vacancy which was at that time advertised. When the School Board met to appoint a successor they found the task impossible, and accordingly agreed to await the finding of the Board of Reference, in the meantime appointing the Vice-Principal to take temporary charge of the school.

The Board of Reference has completed its investigation, and as a result the School Board rescinded its original motion of dismissal, and hence Mr. Bayley has been vindicated. It will

be seen from the following official statement issued by the Manitoba Teachers' Federation, however, that he feels that his position has been very much compromised as a result of the Board's action. Surely the time has come when School Boards will be agreeable to give either a teacher or a body of teachers a fair and impartial hearing, before taking any action which may lead to serious difficulties.

The official statement of the Manitoba Teachers' Federation is as follows:

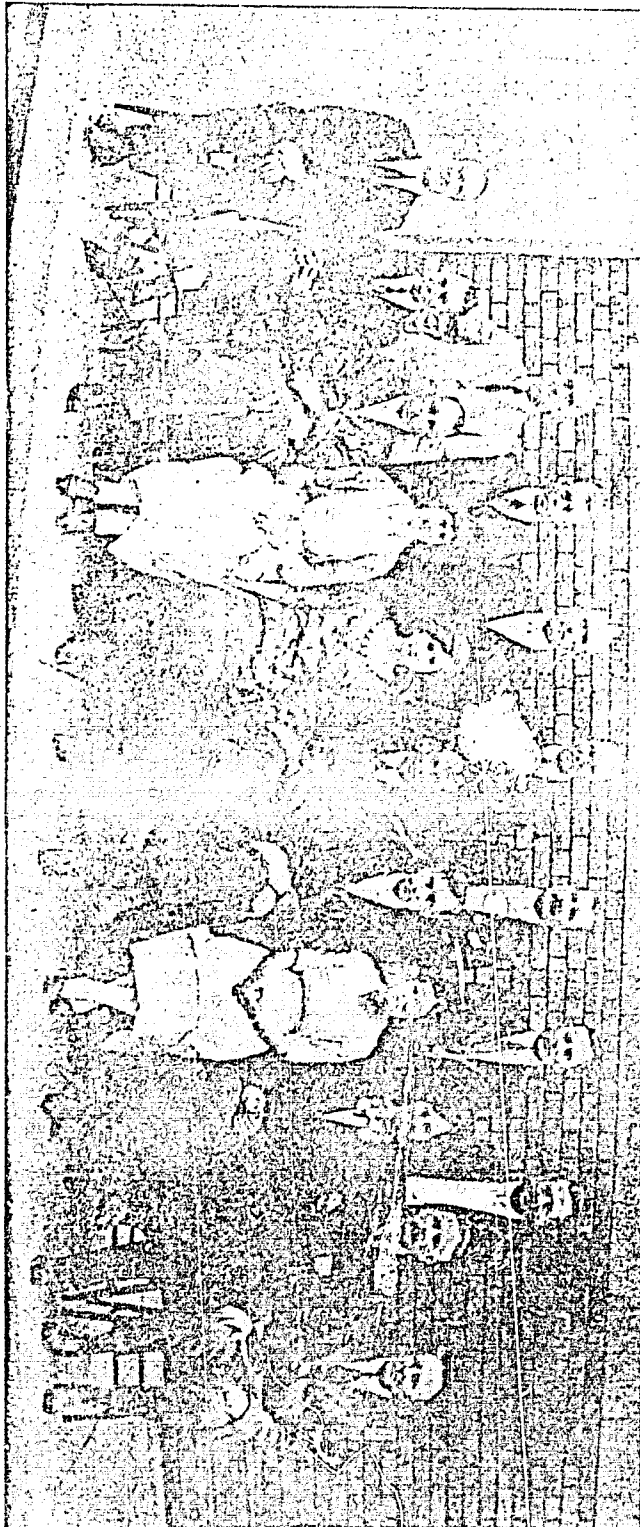
"The Federation desires to make a statement in connection with the rescinding by the School Board of the motion dismissing Mr. W. D. Bayley from his position as principal of King George V school in St. Boniface. This action of the trustees completes the vindication of Mr. Bayley in connection with the very unjust interpretation put upon his words uttered in Victoria Park. The hearing before the Board of Reference brought out the true facts of the case, and the School Board felt that in the light of these facts it could do nothing less than what simple justice demanded, withdraw the motion of dismissal.

"The Federation further wishes to state that Mr. Bayley feels that his position as principal in the school has been very much compromised by these unjust reports circulating among the rate-payers of the district. To such an extent may this be the case that it may be possible that his usefulness as a teacher in the district may be to a considerable degree impaired. He is unwilling under these circumstances to undertake the work of the school, and has placed his resignation in the hands of the Federation to be forwarded to the board. Before sending it the Federation wishes to state that in the evidence given at the hearing before the Board of Reference, very high testimonies were given Mr. Bayley as a teacher and as principal of the school. In fact his qualifications in this respect appear to be of an unusually high standard. It would appear as if it were indeed unfortunate that a district should lose so well qualified a principal because of the lingering of any prejudice which should disappear in the light of the evidence given before the Board of Reference."

STANDARDIZATION OF SALARIES

The Annual Meeting of the B.C. Teachers' Federation adopted a resolution calling for the appointment of a joint Committee to consider fully the question of teachers' salaries throughout British Columbia, with a view to the adoption of some system of standardization. We believe that both the Department and the Trustees will agree with us as to the vital necessity of such an investigating Committee, for there is a lamentable lack of uniformity in this matter at present.

We have a great amount of information which could be laid before the committee, and no doubt the Department and the Trustees have much also that would aid in solving the problem of the variations which at present exist, variations which in a large measure are responsible for the constant changing of teachers in some centres.



DELEGATES TO ANNUAL MEETING OF CANADIAN TEACHERS' FEDERATION, TORONTO, AUGUST 6-9, 1921

Back Row (left to right): J. C. Lister (British Columbia), E. K. Marshall (Manitoba), J. Short (Ontario), Dean Sinclair (Quebec), J. W. Hart
 (Alberta), L. W. Shaw (Prince Edward Island), Lt.-Col. W. Mitchell (Ontario).

Front Row (left to right): J. R. Brownlee (Saskatchewan), W. Allen Walsh (Quebec), C. W. Laidlaw (Manitoba), Miss L. V. Miller (Saskatchewan),
 Miss H. S. Abulnott, Secretary-Treasurer, 1920-21 (Ontario), Harry Charlesworth, President (British Columbia), J. H. A. Hurdley,
 Vice-President (Manitoba), Miss H. R. Anderson, Secretary-Treasurer, 1921-22 (British Columbia), Miss
 T. E. A. Stanley (Alberta), H. C. Newman (Alberta).

THE IMPERIAL CONFERENCE OF TEACHERS' ASSOCIATIONS

By HARRY CHARLESWORTH
President Canadian Teachers' Federation

UNDER the auspices of the League of the Empire, associated with "The Overseas Club and Patriotic League," the second meeting of the Imperial Conference of Teachers' Associations was held in Toronto, August 10th to 13th, 1921, by invitation of the Hon. the Minister of Education for Ontario and the Government of Ontario. The sessions were held mainly in Convocation Hall, University of Toronto, one special session being held in the Legislative Chamber, Parliament Buildings, and one in the Assembly Hall of the Central Technical School. The delegates were in residence at the University during the Convention, meals being provided at Hart House. There was an excellent attendance at all of the sessions, the numbers ranging from six hundred to one thousand.

Delegates were in attendance from England, Wales, Scotland, Africa, India, Australia, New Zealand, Fiji Islands, Hawaii, Central America, West Indies, Newfoundland, and also three representatives from the United States. Such a gathering, by meetings and discussions, and more particularly by the many opportunities for social intercourse, is bound to accomplish great good in the forging of Empire ties.

The importance of the teaching profession in the life of nations, and particularly in the British Empire, was the predominant note throughout the sessions of the Conference.

Teachers as Empire Builders

The first day of the Conference was taken up chiefly with the discussion of questions relating to Imperial unity, patriotism in their relation to teaching and educational institutions, and the following extracts from the addresses delivered at the opening sessions will serve to indicate the general trend of the Conference. Premier Meighen, in a letter expressing regret at not being able to attend the Conference, referred to the practice of exchanging teachers which, he said, would do much to stimulate the minds of the young to a sense of mutual concern and interest among the various nations comprising the British Commonwealth. This, he said, was essential to the united strength and welfare of all.

Premier Drury, of Ontario, gave a masterly address, in which he said:

"Policies and destinies of nations are largely shaped in the schools. For the permanent destinies of nations we must depend upon the

shaping of the minds of those who will in a few years compose the population of the country. Next to the motherhood of the country we must put the teachers.

"Heaven save us from hidebound teachers! Heaven save us from the fellow who would rather parse a sentence than see a beautiful line of literature," continued Mr. Drury. "The great danger to the teacher is the getting into a rut. What we need is the teacher of high ideals and broad vision, who recognizes the right of human nature to something of its own development." Mr. Drury urged the need for emphasizing the great principles which characterized the British Empire.

Various Opinions

Mayor Church, in speaking of the importance of the teaching profession, regretted that the people of the country had been more considerate of the builders of railways than they have of the builders of character. He expressed the hope that the Government would give greater financial assistance to the cities for the provision of better salaries for teachers.

The Hon. R. H. Grant, Minister of Education, Ontario, said that all people were enthusiastic for increased opportunities for education for improving the standards of citizenship.

Principal Hutton, of Toronto University, dealt with the question of Imperial Unity. He said that teachers were modest and practical in their ideas of Imperialism. Theirs was not that Imperialism that tends to excite. He had come to doubt his dreams about Imperial Parliaments, but they could work for Imperial unity in the matter of education, which was one of the humblest and the most homely of all the sciences. He rejoiced in seeing the forty-two Toronto teachers leaving Canada in June last for the Old Country, to take up work in the schools of Great Britain. Such a sight inspired him with hope for the furtherance of Imperial federation.

Dr. M. J. Rendall, head master of Winchester College, England, said that the teacher now lived in a great day, and had every reason to be buoyant and enthusiastic in his profession.

In Interests of Peace

Sir Harry R. Reichel, Vice-Chancellor, University of Wales, in dealing with the subject of "Geography and History of the British Em-

pire" approached it from the point of view of the maintenance of peace. The next great war, he said, would wipe out civilization, because of the ever-growing destructive character of war material.

The maintenance in undiminished vigor of the British Empire was essential to world peace, however it was kept. The teaching of history might become the cause of antipathy between nations, but history could also be used to strengthen the national consciousness without increasing the national enmity. It was the universities, he held, that ultimately determined the character of the education of the country. All the universities, he thought, should have chairs of Imperial and Colonial history. By this means eventually history would be taught properly in elementary schools.

Peter Wright, of Newport, England, a member of the Council of the University of Wales, however contended that too much stress was being laid on the universities. "We should pay more attention to our elementary schools," he said. "It is not the intellectual people who to-day are going to ruin, it is the masses. Up to the present we have paid too little attention to the masses, and if we desire to strengthen the consciousness of unity throughout the Empire, we must turn to the elementary schools."

The Empire and India

Of particular interest at the present time, was a definition of the British Empire given by Dr. A. Moffatt, of Madras Christian College, during the course of his address. He said:

"The British Empire for us in India means a civilized and organized government by which justice is maintained, by which religious and civil liberty is secured, by which the poor are protected from the oppression of the rich, the weak protected from the strong, and the simple protected from the wiles of the intriguer. The Empire means for us a power by which women and children are protected in India.

"We are proud of the record of the British Empire in India."

Among Foreign Population

Dr. R. S. Thornton, Minister of Education for Manitoba, gave a short address on "Education and the Nation," outlining in a vivid and masterful way, the wonderful work accomplished by teaching in the schools of Manitoba among the so-called "foreign" population. He gave such earnest and eloquent testimony of the marvellous work in the building of citizens which results from the efforts of the teachers in these communities, that all who heard him were more than convinced of the tremendous value of such teachers in the life

of our nation and fully realized that teachers are in truth nation-builders.

Interchange of Teachers

The main practical work which the League of the Empire is carrying out is the Interchange of Teachers between the Home Country and the Dominions and Colonies. The first steps in this work were undertaken in 1914, when seven Canadian teachers sailed to take up positions in the schools of London. While the war interfered greatly with the furthering of the work, such advances have been made that this year ninety-eight Canadian teachers are taking up their places in the London schools, and will tell the London scholars of the great glories of this Dominion.

In connection with the interchange of teachers, two important points, brought to the attention of the Conference by Dr. B. M. Allen, Deputy Education Officer, London County Council, were endorsed. These were:

(1) That for the purpose of this interchange of teachers, all certificates in all parts of the Empire should be recognized by all educational authorities in all other parts of the Empire.

(2) That teachers in State schools throughout the Empire should have their time, when interchanged, counted as a year of service in their permanent position, for the purposes of salary and superannuation.

Social and Other Events

A most important feature of the Conference was its social side, the Toronto Committee being accorded unstinted praise for the magnificent manner in which the delegates were entertained. It was at these functions that the teachers from the various parts of the Empire were able to become more fully acquainted, and the interchange of ideas and information gained in this pleasant manner formed one of the most valuable factors of the Convention. The social functions included:

(a) Motor drive around the city and suburbs with afternoon tea at the Golf Club.

(b) Government reception in the Parliament Buildings.

(c) Dinner at the Technical School, tendered by the Board of Education of Toronto.

(d) Civic reception and lunch by City of Toronto.

(e) Reception at Royal Ontario Museum, tendered by the Toronto Teachers' Council.

(f) Visit to Niagara Falls and to Hydro-Electric works.

(g) Visit to Royal Agricultural College, Guelph.

A special service was conducted by Rev. H. J. Cody, D.D., L.L.D., on the Sunday morning at St. Paul's Church, Toronto.

The Papers

The thirty-two papers delivered at the Conference were grouped under five headings:

1. Civics and Education.
2. Imperial Co-operation in Education
3. Canadian Education.
4. Vocational Training.
5. Health and Education.

The subjects and speakers were:

1. The Teaching of Civics, National and Imperial—Professor J. W. Scott, M.A., University of South Wales and Monmouthshire.
2. Cadet Movement and Military Training; the Scout and Guide Movement—J. H. Cape, M.A., headmaster of Royal Grammar School, Colchester, England.
3. The Keeping of Empire Day and other Patriotic Festivals—Major R. J. Blaney, Assistant Superintendent of Physical Education for Toronto; Lieut.-Col. T. E. Perrett, B.A., Principal Provincial Normal School, Saskatchewan.
4. What London Is Doing for the Interchange of Empire Teachers—Dr. B. M. Allen, Deputy Education Officer, London County Council.
5. Visits of Teachers to Parts of the Empire Other Than Their Own—Mrs. Ord Marshall, C.B.E., Honorary Secretary, League of the Empire.
6. The Special Importance of the Study of the Geography and History of the Empire—Sir Harry R. Reichel, M.A., LL.D., Vice-Chancellor of the University of Wales.
7. Ideals in the Teaching of Geography—James Fairgrieve, M.A., F.R.G.S., London Day Training College.
8. The Distinguishing Features of the Educational Systems of the Canadian Provinces—George W. Parmelee, D.C.L., English Secretary, Department of Public Instruction, Quebec, P.Q.
9. Some Recent Scottish Educational Changes—J. M. Graham, M.A., head master of the Higher Grade School, Barrhead, Renfrewshire, Scotland.
10. The Relation Between Primary and Secondary Schools in Canada—J. H. Putman, B.A., D.Paed., Chief Inspector of Public Schools, Ottawa, Ontario.
11. Relations Between Primary and Secondary Schools in Scotland—Rev. W. S. Matheson, Selkirkshire, Scotland.
12. Agricultural Education in Canada—Prof. J. B. Reynolds, President, Ontario Agricultural College, Guelph, Ontario.
13. The Relation of the High Schools and Collegiate Institutes to the Universities in Canada—A. H. MacKay, LL.D., Superintendent of Education, Halifax, N.S.
14. The Relation of the Secondary Schools to the Universities of England—Prof. W. Mc-

Bain, Professor Physical Chemistry, University of Bristol.

15. The Correlation of the Work of the School With the Activities of Life; Rural, Agriculture, Horticulture, School Gardens, School Fairs—R. B. Vaughan, M.A., B.Sc., Director of Technical Education for Manitoba.

16. Urban: Commercial Work and Book-keeping and Stenography—J. P. Page, B.A., Principal John A. McDougall School, Edmonton, Alberta.

17. Domestic Science and Art, Including Cooking, Needlework, and Mother Work—Mademoiselle Jeanne Anetel, Lady Principal, Les Ecoles Menageres Provinciales, Montreal.

18. Home Gardens and the Beautifying of the City—A. C. Gorham, B.S.A., M.Sc., Director of Elementary Agriculture for New Brunswick.

19. Liaison Between the Universities and the World of Business—C. R. Fay, M.A., Christ's College, Cambridge.

20. Day Continuation Schools in London—Beresford Ingram, Organizer of Day Continuation Schools, London County Council.

21. Medical Inspection and Treatment of School Children—Dr. C. J. Thomas, Principal Assistant Medical Officer, London County Council.

22. Physical Training and School Games—Miss Hewett, B.Sc., head mistress, Walthamstow County School, London, Eng.

23. Physical Training and School Games—F. L. Carter, M.A., Clifton College, Bristol.

24. School Excursions and Summer Camps—Taylor Statten, Superintendent Boys' Work, National Boys' Work Board, Toronto.

25. The Causes and Treatment of Backwardness in School Children—Cyril Burt, Psychologist to London County Council.

26. Imperial Co-operation in Education; Further Training of Teachers Already Certified—Harry Charlesworth, President, Canadian Teachers' Federation, Victoria, B.C.

27. Imperial Co-operation in Training of Teachers—S. A. Morgan, B.A., D.Paed., Director of Training Schools for Ontario.

28. English Language and Literature—Prof. S. G. Dunn, M.A., Professor of the Muir College, Allahabad, India.

29. English Literature as a Bond of Empire—J. H. Towler, M.A., Senior English Master at Clifton College, Bristol.

30. The Teaching of English—Miss Agnes Carnach, B.A., King Edward VI. Grammar School, Birmingham.

31. English-speaking Journalism—Frank Fox, The Morning Post, London.

32. The Schools and Citizenship—Miss H. A. Coates, Durban, South Africa.

These papers were all printed in book form, and placed in the hands of the delegates

It is the intention of the Executive Committee of the League to publish a full report of the Conference, with details of the discussions, as well as the papers.

Luncheon Speeches

An official luncheon was held in Hart House, University of Toronto, on each of the conference days, and the toast list was as follows:

First day—"The League of Empire," proposed by Principal Hutton, Toronto Univer-

sity; response, Dr. M. J. Randall, Winchester College.

Second day—"Our Hosts," proposed by Mr. T. V. Wells, New Zealand; response, by Dr. J. Hughes, Toronto.

Third day—"The Convention City, Toronto," proposed by Miss Coates, South Africa; response, by Mayor Church.

Fourth day—"The Ministers of Education of the Dominion of Canada," proposed by Harry Charlesworth, Victoria, B.C.; response, by Archdeacon Cody, Toronto.

ANNUAL MEETING OF THE CANADIAN TEACHERS' FEDERATION

THE annual meeting of the Canadian Teachers' Federation was held in the Board of Education Administrative Building, Toronto, on August 6th, 8th and 9th, 1921. The following official delegates were present:

Miss H. R. Anderson, Mr. J. G. Lister and Mr. Harry Charlesworth, from British Columbia; Mr. H. C. Newlands, Mr. T. E. A. Stanley and Mr. J. W. Barnett, from Alberta; Miss J. V. Miners and Mr. J. R. Brownlee, from Saskatchewan; Mr. H. W. Huntly, Mr. E. K. Marshall and Mr. C. W. Laidlaw, from Manitoba; Lieut.-Col. Wm. Mitchell, Mr. J. Shortt and Miss Helen S. Arbuthnot, from Ontario.

Visiting delegates were also present from the Eastern and Maritime Provinces, and were granted full rights of discussion on all matters. These delegates will report to their respective Associations, and the necessary steps will then be taken to include them officially in the Canadian Teachers' Federation. The delegates were Dean Sinclair Laird and Mr. W. Allen-Walsh, representing the Protestant Teachers of Quebec; Mr. L. W. Shaw and Mr. R. H. Rogers, from Prince Edward Island; Miss J. McLatchy, from New Brunswick. While at the last session Miss Campbell was present as a representative from Nova Scotia. It will thus be seen that the Canadian Teachers' Federation has quickly attained its object of a complete union of all Provincial Teachers' Organizations.

President Harry Charlesworth, of Victoria, B.C., presided at the meetings. The delegates were welcomed by Mr. J. McClelland, Chairman of the Toronto Board of Education, and by Mrs. Groves, Chairman of the School Management Committee, both of whom gave excellent addresses.

Mr. John McClelland, in his warm address of welcome, invited the Federation to make free use of the Board's quarters, and to ask for their cars or any further accommodation they might require. He spoke of the cordial relations existing between the Board and the

teachers. He said that the trustees do not regard the teachers as commodities to be bought and sold, subject to the law of supply and demand, but as human beings whose services are worthy of just recognition. He advised the Federation to get away from the idea of a "living wage," claiming that teachers are entitled to a reasonable profit on their work. He complimented the Executive on the composition of the agenda and spoke highly of the value of organization.

The President, in responding, expressed on behalf of the Executive their sincere appreciation of the warm welcome extended, and also of the kindness of the Board in allowing the full use of their magnificent Board Room for all sessions of the Federation.

Mr. Charlesworth gave a brief review of the work of the Federation during the past year, emphasizing the fact that in the main things which it was hoped to accomplish they had been more than successful. The chief aims had been to build up in each Province a strong Association, and to bring about, through the Canadian Federation, close co-operation, and as much uniformity as was possible in the various activities of the Provincial Organizations. He pointed to the fact that, due to serious trouble in several Provinces, the Federation had been put to severe tests, but that it had successfully emerged from all such trials, and had proved of inestimable benefit to the teachers concerned in these troubles. Through the efforts of the Canadian Teachers' Federation, he said, a strong professional consciousness had been built up among Canadian teachers, so that now teachers would not think of seeking professional advancement in any locality if such advancement would work injury upon other members of the teaching profession. Teachers now seeking new positions considered it a breach of professional etiquette to take up any place rendered vacant by unfair and unjust treatment of the last occupant of such position. This was simply a statement of fact

which had been demonstrated during the year, and was the more pleasing because such a desirable condition had arisen solely from the spirit of justice and unselfishness, which characterized all true teachers. Mr. Charlesworth stated that the Canadian Teachers' Federation was the voice of the active Teaching Profession of Canada, absolutely free and uncontrolled by any influence other than the teachers themselves. It was essentially democratic—the teachers themselves having complete control of all matters, the Executive simply carrying out the wishes of the members as expressed through their officially elected representatives. Its aim was co-operation, and it desired to work in harmony with all persons having authority in educational matters. It was to be remembered, however, that such a strong organization, representing the teachers of the Dominion, was by its very nature in a position to speak authoritatively concerning educational questions, more especially as these questions were often submitted to referendum, and therefore it was not unreasonable to expect that authorities would give the earnest attention which was due to matters brought forward by the Federation. The main object of the Federation was to make a practical truth of the oft-expressed theories (with which everyone agrees as long as they are merely theories)—namely, that the child is the nation's greatest asset, that teachers are the great nation-builders, and that the teaching profession is the noblest of professions. To translate these theories to facts, to arouse such public interest in education that it shall be given its rightful place, to attract to, and retain in, the teaching profession the finest men and women of our land; to give every child the greatest possible opportunity; these things will require constant work and will entail many disappointments, but surely they are great enough to secure the practical co-operation of all those who really and truly believe that such things are vitally necessary, whether they be teachers, administrators, trustees, or interested citizens.

Provincial reports were then taken up, and every Province showed that much successful work had been accomplished. Increased membership, increased salaries, and constructive work in connection with professional matters, were common features of all reports. Accounts were given also of some of the more prominent disputes, which had led to strikes. In this connection, it is worthy of note that in not one single instance had teachers gone on strike without first offering to submit the whole matter, in dispute to arbitration, but such a recognized and desirable method had been refused by the School Boards concerned. It was plainly evident in all reports that teachers are very much averse to striking, and

would welcome the day when such things were unnecessary, but in the cases under review there was no alternative if the teachers were to retain the rights and privileges which are essential to the welfare of the teaching profession. In every case, the issue was not primarily one of money, but one of vital principles.

Following these reports the convention settled down to the main work, that of forming a Constitution which would be acceptable to all Provincial Organizations, and after much debate this was finally accomplished. The Constitution is printed in full in this issue. The chief clauses as adopted were:

(a) Concerning Membership:

"An organization shall become, or be affiliated with the Canadian Teachers' Federation only so long as its active membership is restricted to those actively engaged in teaching; always provided, however, that every Provincial Organization shall have the right to admit associate or honorary members."

This clause was approved unanimously, and makes it possible for all Provincial Organizations to become affiliated.

(b) Referendum:

A clause gives power to the Executive to take a referendum on any matter, and to act upon such referendum.

(c) Voting:

The Constitution asserts that in all matters of policy and legislation, there shall be a unanimous vote before action can be taken, but in all other matters a majority vote shall prevail.

(d) Amendments:

"The Constitution and By-laws of the Canadian Teachers' Federation shall only be altered, amended or added to by a unanimous resolution of the Federation, submitted at the Annual Meeting."

(e) Finances:

After a great deal of discussion, the following resolution was unanimously carried:

"Recommended that the affiliated Federations be assessed in a sum of fifty cents or one dollar per member to form an expense and reserve fund."

RESOLUTIONS

Amongst the chief resolutions passed by the meeting were:

(a) Message of Loyalty:

That a message of welcome be sent to Governor-General Lord Byng. The President was authorized to send the following: "The teachers of Canada, represented by delegates from every Province of the Dominion, assembled in Toronto as the Canadian Teachers' Federation, desire to present to your Excellency their humble and loyal duty, and to express through you their unswerving allegiance

to His Majesty the King and further to welcome you personally to this Dominion.

(Signed) "HARRY CHARLES WORTH,
"President, Canadian Teachers' Federation."

Later a reply was received as follows:

"Many thanks for your kind and loyal message, which I greatly appreciate."

(Signed) "BYNG"

(b) Immigration.

"That in view of the fact that there is now a large foreign element in Canada, and in view of the necessity of thoroughly Canadianizing this element, the Canadian Federation of Teachers, upon whom the work chiefly devolves, respectfully urge the Dominion Government to place further restrictive measures upon undesirable immigration into Canada, and that a copy of this resolution be forwarded to the proper authorities."

"That the Dominion Government be asked to give substantial grants to the several Provincial Governments to assist them in taking care of non-English-speaking Canadians."

(c) Greater Professional Training:

"That in the interest of the children of the Dominion of Canada, it is desirable that a minimum requirement of four years' High School training and two years' professional training be demanded of all candidates for permanent professional licenses, provided that all outstanding permanent professional certificates be continued in full force and effect."

(d) Dominion Bureau of Education:

"That the Executive of the Canadian Teachers' Federation be requested to urge upon the National Council of Education the immediate necessity of establishing a Dominion Bureau of Education, in accordance with the following resolution passed by the Winnipeg Conference in 1919:

"That for the purposes of educational investigation, and as a clearing house for educational data, a National Bureau be established under the direction of the National Council of Education, and that such bureau be maintained by voluntary support, and such financial assistance as may be given by Provincial and Dominion Governments without any restrictions as to policy:

"Be it further resolved that a delegation from the Canadian Teachers' Federation, in conjunction with the representatives of the National Council of Education, wait upon the Dominion Government and ask for financial assistance in the establishment and maintenance of such a bureau:

"And that each Provincial Teachers' Organization be asked to appoint a delegation to wait upon their respective Provincial Governments to ask that financial assistance be granted towards the establishment and maintenance of such a Bureau."

(e) Greater equality of Teachers' qualifications:

"That the Executive of the Canadian Teachers' Federation be requested to take such steps as may be necessary to secure greater equality of teachers' qualifications throughout the jurisdiction of all affiliated organizations comprising the Canadian Teachers' Federation."

(f) Canadian Teachers' Journal:

"That a Committee be appointed to consider the establishment of a Canadian Teachers' Journal, to become the official organ of the teaching profession of Canada, the staff of such magazine to consist of leading educational experts, the aim being to make it take the same important place in the teaching profession as the Law Journal, Medical Journal and Engineering Journal take in the professions with which they deal. This magazine would be largely professional, each Provincial Organization still retaining some form of magazine or bulletin for propaganda purposes."

(g) Future Work:

"Resolved, that the following subjects be made the subject of a recommendation to the Provincial Organizations, with instructions to give Provincial information on such subjects, and to recommend to the Canadian Teachers' Federation suggested action: further, that upon receipt of such answers to the references, the Canadian Teachers' Federation shall make a summary and forward such to the various Provincial Federations for consideration at the Conference next year."

Section 11. Consideration of uniform plans and policies in all Provinces for dealing with such matters as:

1. Tenure of office.
2. Superannuation.
3. Disputes between authorities and teachers:

- (a) Boards of arbitration;
- (b) Boards of Reference;
- (c) Investigations in case of dismissals.

4. Raising of status and salaries of teachers.

5. Teacher-representation on committees dealing with the internal management of schools.

6. Advisory Boards.

7. Text Books.

8. Courses of Study.

9. Compulsory age of attendance.

10. Medical inspection of schools.

Section 15. Consideration of methods for a definite and continual campaign to enlighten the general public as to the importance of Education to the Nation, and the vital necessity of public recognition and appreciation of the high and responsible nature of the work teachers are called upon to undertake.

The following suggestions to be discussed:

(a) Public meetings and meetings of organizations to be addressed by prominent men and women on the subject.

(b) Magazine and newspaper articles by writers of outstanding importance.

(c) Expressions on value of education, etc., from prominent Canadian men and women of all walks of life.

(d) The organization of a "National Educational Week" commencing with an "Educational Sunday" in all churches, when the public could learn of the value of schools, by visits, addresses, demonstrations, etc. The co-operation in this of Dominion and Provincial Governments, Councils, School Boards, and all other public and semi-public bodies.

(h) Resolutions of thanks:

That a vote of thanks be tendered the Board of Education of Toronto for their generous, hospitable treatment.

That the thanks of the meeting be tendered to Mr. C. G. Fraser, for his courteous attention and assistance as Chairman of the Local Committee on Arrangements.

That the thanks of the meeting be extended to the Toronto Teachers' Council, the Women Teachers' Association, and all organizations which had contributed to the entertainment and comfort of the members and visitors.

That a vote of thanks be given to the representatives of the press.

(i) Resolution of Censure:

Mr. J. G. Lister, of British Columbia, brought to the notice of the meeting an editorial of The Edmonton Bulletin, in which the veracity of the report of the settlement of the Edmonton High School Teachers' strike, as given by the President to the press, was questioned.

With the Vice-President in the chair, Mr. Charlesworth gave evidence concerning the incident, making it clear that the editorial referred to was absolutely unjustifiable. He proved his report to be quite true, and in doing so used the press reports of the settlement as printed in the news columns of The Edmonton Bulletin itself. He further showed that the editorial in question, in quoting his words, had omitted entirely a paragraph which would have shown the editorial to be unfounded on facts, and which would readily have shown the accuracy of his statements.

In conclusion, he also stated that he had sent a full refutation with the necessary evidence, to The Edmonton Bulletin, but that the editor had refused to print either the letter or any mention of it, and had returned it to him.

It was moved by Mr. Lister, seconded by Mr. T. E. A. Stanley, of Calgary, and unanimously passed:

"That this meeting censure in the severest

terms the attack upon our president by The Edmonton Bulletin."

Mr. E. K. Marshall, of Manitoba, and Mr. J. W. Barnett, of Edmonton, spoke, justifying the President and resenting the attack upon him.

(j) Election of Officers:

Mr. Harry Charlesworth was re-elected President;

Mr. H. W. Huntly was re-elected Vice-President;

Miss H. R. Anderson was elected Secretary-Treasurer.

(k) Place of Meeting:

The meeting next year will be held in Saskatoon.

Visitors to Meetings

During the various sessions of the Conference, many visitors attended, and several of them addressed the delegates briefly.

Amongst those who so attended were: Mr. Peter Wright, of Wales; Miss Waller, of London, England; Mr. McK., Superintendent of Education for the Fiji Islands; Mr. Wells, Superintendent of Education, New Zealand; Mr. McKay, Superintendent of Education for Nova Scotia; Mr. Ball, Deputy Minister of Education, Saskatchewan; Mr. McGuire, Inspector, Manitoba; Mr. Morris, of the Trustees' Association of Ontario; Miss Muir and Mr. Attwood, of Ontario; Mr. J. R. Balmer, of Toronto; Mr. Chas. G. Fraser, Chairman of Local Committee on Arrangements.

Mrs. Osler, of Toronto, spoke on behalf of the French War Orphanage.

Mr. Turvey, of the G.W.V.A., Toronto, in addressing the meeting, asked the delegates to use their influence to have Armistice Day observed by the wearing of a poppy—and explained the arrangement by which the sale of the poppies would assist the dependents of disabled and fallen soldiers, both in Canada and France.

Social Features

The social side of the Convention was excellently provided for by the Toronto teachers.

In response to the invitation of the Toronto Teachers' Council, the Federation assembled at dinner at the King Edward Hotel, on August 6th, Dr. Hardy presiding.

Among the guests were members of the Board of Education of Toronto, members of the Toronto Teachers' Council, and representatives of the city newspapers.

Principal Fraser, of Toronto, welcomed the guests in his usual happy manner, and Miss Anderson, of British Columbia, replied in a witty and graceful speech.

Lt. Col. Michell, in a few impressive remarks, spoke of the manner in which the

teaching profession was regarded by the Overseas men.

Mr. Shaw, of Prince Edward Island, and Mr. Walsh, of Quebec, spoke in an interesting way of their Provinces and of the favorable report they would be able to carry back of the possibilities of the Federation. Miss Constance Boulton in a few eloquent remarks conveyed the greetings of the Board of Education, and Mr. Milligan, of The Globe, spoke humorously on behalf of the press.

The proceedings closed with the singing of the National Anthem.

On Monday afternoon, August 8th, in motors provided by the Toronto Teachers' Council and the Board of Education, the members and visitors, accompanied by a number of To-

ronto teachers and trustees, were taken around the city and out to "The Old Mill" on the Humber River, where a five o'clock tea was given by the Women Teachers' Association of Toronto.

An address of welcome was given by Miss Harriet Johnston, one of the pioneer members of the Association, which was formed in 1892, and Mr. Harry Charlesworth, the President, replied in well chosen words.

Mr. Charles G. Fraser, as Chairman of the Local Committee on Arrangements, acted as general manager of the outing and contributed in no small way to its pleasure by relating some anecdotes from his unlimited repertoire.

The sessions concluded on Tuesday evening, the members and visitors joining in singing the National Anthem.

ANNUAL MEETING OF THE BRITISH COLUMBIA TEACHERS' FEDERATION

The Annual General Meeting of the British Columbia Teachers' Federation was held in the auditorium of the Technical School, Dunsmuir Street, Vancouver, on Thursday, September 1st, commencing at 11 a.m.

There were present: Messrs. J. G. Lister (President), J. M. Campbell (Vice-President); J. R. Pollock (Junior Past President), G. A. Fergusson, C. L. Thornber, L. J. Miller, J. B. Bennett, G. S. Ford and Harry Charlesworth (General Secretary), and Misses N. M. McKillican (Secretary-Treasurer), H. R. Anderson, L. M. Nowlan and Charlotte Clayton (Assistant Secretary) and delegates from various parts of the Province, numbering seventy-two.

President J. G. Lister in the chair.

The Minutes of the Annual General Meeting of July 2nd, 1920, and of the Special Meeting of July 2nd, 1920, were severally read, and on motion of Mrs. J. Templar (Vancouver), seconded by Mr. C. L. Thornber (South Vancouver) were adopted as read.

11.15 a.m., President J. G. Lister having been summoned from the room, Vice-President J. M. Campbell took the Chair.

The Treasurer's audited report of the financial standing of the Federation as at July 31st, 1921, was next presented and brought forward for discussion.

The General Secretary addressed the meeting with reference to the above report, and called upon the Secretary-Treasurer to answer any questions that might be asked concerning the various items under the headings of "Receipts" and "Disbursements."

He explained the details of the system adopted by the office in connection with its finances, stating that every expenditure was

itemized, and vouchers giving full information were attached to each receipt, the cancelled cheque, when returned from the bank after payment, being also filed along with the voucher. All expenditures were sanctioned by the Finance Committee, the Chairman, Mr. J. M. Campbell, authorizing all payments. In accordance with the Constitution, the Treasurer has now been bonded. In consequence of the system now in operation, details of any expenditure could readily be given, and he was sure the Treasurer would be glad to answer any questions.

Mr. Charlesworth paid a very high tribute to the excellent services rendered by Miss N. McKillican, the Secretary-Treasurer. He spoke of the many hours which she had devoted to the conscientious discharge of her duties, and said that the Federation was deeply indebted to her for the time and effort she had so willingly given, without any remuneration, simply in the interests of the Federation. He also stated that because of the work accomplished by Miss McKillican and Mr. Campbell, and the excellent services rendered by Miss Clayton (Assistant Secretary) he had been enabled to devote a great deal more of his own time to the interests of the Federation other than financial. The meeting showed its great appreciation of the services mentioned by enthusiastic applause.

Mr. Charlesworth pointed out that the auditing this year had been carried out by a professional firm of auditors, such action being taken owing to the fact that the Federation is an incorporated society, and also because of the large sum involved. The officers of the Federation who had charge of the finances particularly desired such a public audit, both

for their own satisfaction and also for the satisfaction of the whole of the membership. (The auditor's statement will be found in full on another page of this issue).

11.30 a.m. President J. G. Lister resumes the chair.

Moved by Mr. G. E. McKee (Vancouver), seconded by Mr. R. Sparling (Vancouver) that the Treasurer's report be adopted. Carried.

Report of Canadian Teachers' Federation Meeting

Miss H. R. Anderson (South Vancouver), one of the three British Columbia delegates to the Canadian Teachers' Federation Annual Meeting, recently held in Toronto (August 6th to 9th, 1921) at which meeting she was elected Secretary-Treasurer of that organization for the forthcoming year, gave a brief and interesting outline of the outstanding features of that meeting. (A full report of the meeting appears in this issue).

Representatives were present from every Province in the Dominion, with the exception of Nova Scotia. On the whole, the meetings held were intensely gripping and highly satisfactory. There was a general feeling that the work of the Federation for the future was not merely to concentrate on an effort to raise salaries, but to give greater service and to aim at greater efficiency in the teaching profession throughout the Dominion.

One very important step was the assurance from the Eastern teachers that they would refrain from underbidding Western Provinces.

In quoting the words of one of the Canadian delegates, Miss Anderson said that those teachers who were not members of their Provincial organizations came under one of three headings, namely: "The unenlightened, the higher critics, or those unwilling to part with the necessary fee."

Various resolutions had been passed, one having reference to restriction of immigration to Canada; another dealing with the matter of a minimum of four years' high school and four years' training for all professional teachers.

The establishment of a Bureau of Education in Canada, from which statistics and all information regarding educational matters might be obtained, thus obviating the necessity of going elsewhere for such data as at present, was also the subject of a resolution.

A resolution was also passed calling for greater equality in the matter of requirements for Teachers' Certificates throughout the various Provinces. The Province of British Columbia compared very favourably with all other Provinces of the Dominion, and was undoubtedly in the forefront in matters educational.

Miss Anderson made an earnest plea for the necessity of having greater finances at the back of the Canadian Teachers' Federation, making some interesting comparisons with the finances of other organizations. "Teachers' organizations must be efficient and effective"; she said, "and this can only be brought about by adequate financial support."

In conclusion, she said that a signal honor had been accorded Mr. Harry Charlesworth in his re-election to the Presidency of the Dominion Body for the ensuing year.

The next Canadian Teachers' Federation Meeting will be held at Saskatoon.

Mr. J. G. Lister and Mr. Harry Charlesworth also reported on the activities of the Canadian Teachers' Federation, the latter bringing to the attention of the meeting the fact that the newspapers had published a despatch from Toronto to the effect that he had endorsed and urged teachers' strikes in order that they might obtain justice from School Boards. Mr. Charlesworth was emphatic in his denial of such a statement having been made by him, for, on the contrary, he had expressed to the meeting in Toronto his intense hatred of a teachers' strike, but he claimed that the few strikes during the past year had been unavoidable and did not take place until the teachers had exhausted every means of reaching an amicable settlement before taking the drastic step of striking.

It was the hope that the present year would see legal machinery put into operation in every province of the Dominion, providing that all disputes between teachers and educational authorities must be submitted to a Board of Reference or Arbitration. Such a method would abolish the necessity for strikes in the future, and would be welcomed by all teachers in the Dominion. Mr. Charlesworth asked the meeting to pass a resolution along this line, and such action was later taken.

Mr. Charlesworth next gave a brief report on the Imperial Conference, which was held in Convocation Hall of the University of Toronto, from August 10th to 13th, 1921, and at which delegates were present from all parts of the Empire.

He spoke of the great value of the gathering as affording opportunity for the interchange of practical educational ideas, and referred to the good results which must arise from the many Imperial associations formed at the Conference. He stated that the B.C. delegates had learned a great deal that would be of advantage to the B.C. Teachers' Federation. Thirty-two papers were presented at the Conference, and it was hoped to have these, together with the discussions, printed for distribution. As a result of this Conference, the plan for interchange of teachers between the various parts of the Empire will be greatly ex-

tended. Two London teachers, Miss Ping, and Miss Rush, will be teaching for this year in South Vancouver, under this interchange scheme.

General Secretary's Report

At the afternoon session, the General Secretary gave a report of the activities of the Federation during the year, dealing more particularly with the work accomplished since the Easter meeting.

He first dealt with the necessity for making a definite move in the matter of "standardization of salaries" for the Province, referring to the questionnaire which had been sent to every teacher in the Province in connection with this matter. He quoted a few particulars from the returns to show that there was absolutely no uniform basis for the payment of salaries. Glaring differences in places quite close to each other showed that similarity of qualification, similarity of experience, and similarity of service rendered, were by no means a guarantee that there would be similarity of salary. These differences, he continued, were largely responsible for the constant changing of teachers, particularly in rural districts.

Complaints were made by Trustees in some districts that their good teachers were always leaving them for positions carrying greater remuneration. Surely the remedy was simple enough. By paying salaries in keeping with the standard of the district such a movement of teachers could be avoided, and the schools would be given a fair chance to become efficient centres of education. Mr. Charlesworth suggested that the Federation should approach the Trustees' Association and the Department of Education, to ask for the appointment of a joint committee to make a thorough inquiry into the matter of teachers' salaries and working conditions throughout the Province—with a view to bringing about some system of standardization.

The matter of recent disputes between teachers and school boards next received attention from the speaker. He first dealt with the case at New Westminster, relating the various steps which led up to the strike of the teachers. The Board had refused to meet in any way the wishes of the teachers, and had also refused to submit the matter to any form of arbitration as provided for in the school law of the Province, so that the teachers had no alternative but to take such steps as would enable their case to be given just consideration. After a largely attended public meeting had called upon the Board to meet the teachers in conference to try and adjust the differences, and also through the efforts of three of Westminster's prominent citizens who were present at a joint meeting of the Board and the teachers' representatives, ar-

rangements were made to reopen negotiations, and in the event of failure to reach a settlement by such negotiations, then the matter was to be referred to arbitration. Negotiations proved useless, so arbitration was agreed upon, and both sides bound themselves to accept the findings of the Arbitration Board. Judge Shaw, of Vancouver, was appointed Chairman of the Arbitration Board. Mr. T. J. Trapp represented the School Board and Mr. Harry Charlesworth the teachers. After two sessions, a majority award was made in the teachers' favor, granting their requests in full. The Provincial Legislature had amended the School Law so that the award could be legally paid as extraordinary expenditure. All efforts to secure the money without a by law having failed, the matter was laid before the ratepayers, and a very light poll rejected this means of providing the money. Hence the teachers, having had their claims entirely justified, and being awarded the salaries requested, now found themselves denied of the increases which were granted to them. "Such a state of affairs," said Mr. Charlesworth, "could never for a moment be considered satisfactory. The teachers placed their case in the hands of the arbitrators, knowing that both sides were to accept the decision. Up to the present the School Board has not carried out the terms of the award, and the teachers cannot be satisfied until they have done so. Further conferences will no doubt be held, and it is hoped even yet that some solution may be found to end the present anomalous situation.

In Saanich, the General Secretary reported, the teachers could not obtain any satisfaction from the Board in the matter of salaries, and so asked for arbitration. The Trustees refused to agree to such a course, and the teachers, after having exhausted all other means notified them that they would strike unless some arrangement was made. At the last moment, a compromise was effected, the Board agreeing to arbitration, the result of such arbitration to be voted upon by the people if the Board refused to put the findings into operation. Owing to unavoidable circumstances the representatives of the teachers and the Board did not meet for some time. Then the Board's representative left the district, and the Trustees notified the teachers that they would not now carry out their agreement to arbitrate, giving as their reason that there was not sufficient time to appoint another representative and complete the arbitration proceedings in time to submit the result to the people before the date mentioned in the original agreement. The teachers claimed that there was at any rate sufficient time to appoint another representative, and have the proceedings completed before the date in question, even if

the result could not go to the people in time for their verdict to be known, and further that if the award should be acceptable to the Board, the agreement did not call for its submission to the people. They also stated that the agreement date could be altered—to give time for the people's verdict if necessary. The Trustees, however, remained obdurate, and by their statements and their action showed that they did not wish to give any consideration to the decision of an Arbitration Board, no matter what that decision might be.

Not content with refusing arbitration, the Trustees now decided to send letters to all of the Saanich teachers calling upon them to sign a contract to teach during the School year 1921-22 (from September, 1921, until June, 1922), for the same salary as they were receiving during the period from January to June, 1921. In the event of refusal to sign such a contract each teacher was notified that his salary would be reduced to \$820 per annum, irrespective of his position or his previous salary. The teachers were advised that the Board's threatened action could not legally be put into effect, inasmuch as the annual salaries were fixed by the Board in January last, and only six of the ten equal instalments had been received, therefore the Board must pay the other four instalments without reduction. Further, the teachers objected to signing any contract which would bind them over the period of two successive Boards, and especially over the only time when the Board's estimates could be fixed—namely, February. The suggested contract at first also denied to the teachers even the increases which automatically would come into effect next January according to the old schedule, but the chairman was reported in the press as saying that this was an oversight, and it was not intended to deprive the teachers of such increase.

The large majority of the teachers refused to sign any contract, and the Board took legal advice on the matter of reducing the salaries to \$820. This advice entirely confirmed the attitude taken by the teachers, i.e., that no such reduction could be made, and so the teachers' salaries will remain at the same figure until the end of the year. What salaries shall be paid in January is a matter for settlement between the Trustees of next year and the teachers.

At Nanaimo, arbitration was mutually agreed upon as the best way to settle the question of salaries. There had been no dispute, and there was no feeling of animosity on either side. The arbitration board consisted of five members, two representing the teachers, two representing the Trustees, these four mutually agreeing on the choice of chairman. Several sessions were held and finally a majority award was brought in, making little

alteration in the salaries. The teachers generally did not get the increases asked for, while the Board's request for a ten per cent reduction was also not agreed to. Although the result was disappointing to the teachers in several ways yet the award was respected. "When teachers agree to arbitration and agree to be bound by the decision, they accept such decision whether it be in their favor or against them, and live up to the terms of the award," said Mr. Charlesworth.

The Merritt situation was next reviewed. Here the teachers' salaries were low, and the Board was asked for increases. In order to save the expense of an additional teacher, the teachers agreed to a reorganization which left them all with large classes, being given to understand that salary increases would be granted to them. After negotiation, the School Board agreed to increase all salaries by ten per cent, but the Council disagreed with the proposal, and the School Board withdrew their promised increase in order to meet the wishes of the Council.

"Such an action was most deplorable," said Mr. Charlesworth. "Under the School Law, the Council is forced to find whatever amount the School Board asks for teachers' salaries. The question is entirely outside the legitimate sphere of the Council. Here we have a School Board absolutely making itself subservient to the Council of its own free will and accord. The School Law says that the Trustees shall fix the salaries of the teachers. This they did, by granting an increase of ten per cent on last year's salaries. By this action, they stood on record as being of the opinion that the teachers were entitled to such an increase, for they must assume responsibility for such action. If this was their belief, then, having the power in their own hands, they could have demanded that their estimate for salaries should be met by the Council. How do they justify their action in withdrawing their offer to the teachers? It is greatly to be regretted that any Board should be afraid to stand by its convictions, when such convictions are not only legally, but are also morally right—simply because of the attitude of an outside body which has no authority of any kind to concern itself with the matter in question.

Mr. Charlesworth concluded his report with a brief account of the work to be undertaken during the coming year.

Following these reports the question of a permanent Board of Reference was taken up and discussed.

On motion of Mr. I. R. Pollock (Vancouver), seconded by Miss H. R. Anderson (South Vancouver), the following resolution duly passed:

"Resolved, that this Federation respectfully ask the Department of Education to establish

in British Columbia a Board of Reference to which all contentious cases arising between boards and teachers shall be referred."

Moved by Mr. George P. Young (Vancouver), seconded by Mr. John M. Campbell (Victoria), that this meeting instruct the Executive Committee to approach the Education Department and the Provincial Trustees' Association, with a view to forming a joint Board to enquire fully into the question of teachers' salaries and working conditions throughout the Province. Carried.

Election of Officers

Moved by Mr. George P. Young (Vancouver), seconded by Col. A. Graham (South Vancouver), that the present Officers of the Federation continue in office until Easter, 1922. Carried.

Resolutions

Moved by Mr. J. M. Campbell (Victoria), seconded by Miss L. A. deW. Moore (Victoria), that Messrs. Ismay, Boston and Company be again appointed Auditors for the ensuing year, subject to the approval of the Finance Committee. Carried.

The following recommendations were next submitted by the Finance Committee:

1. That the Annual General Meeting be held at Easter of each year. This matter was dealt with at the Extraordinary General Meeting held immediately before the General Meeting, and passed as presented.

2. That the financial year commence with the first day of March and end on the last day of February of each year.

Moved by Mr. E. Paterson (Point Grey), seconded by Mr. M. E. Schaefer (South Vancouver), that the financial year be from the first of March to the last day of February. Carried.

3. That we have a fee of \$5 for Federation membership and recommend an additional \$1 for the magazine, and \$1 for membership in Canadian Teachers' Federation.

Moved by Mr. George P. Young (Vancouver), seconded by Miss H. R. Anderson (South Vancouver), that the subscription to the British Columbia Teachers' Federation till February 28th, 1922, be \$7; this to include \$5 to the B.C. Teachers' Federation, \$1 to the Canadian Teachers' Federation, and \$1 to the B.C. Teachers' Federation magazine; except in the case of Normal School graduates teaching for their first year, when the total subscription shall be \$5, to include \$3 to the B.C. Teachers' Federation, \$1 to the Canadian Teachers' Federation, and \$1 to the B.C. Teachers' Federation Magazine. Carried.

4. That the Federation publish an official magazine.

Moved by Mr. J. O. Welch (Saanic), seconded by Miss H. R. Anderson (South Van-

couver), that the Federation Magazine be immediately started. Carried.

After singing the National Anthem, the meeting adjourned at 5:10 p.m.

B. C. Teachers' Federation

Report of Extraordinary General Meeting

THE Extraordinary General Meeting of the British Columbia Teachers' Federation was held in the auditorium of the Technical School, Dunsmuir Street, Vancouver, B.C., on Thursday, September 1st, commencing at 10 a.m. The purpose of the meeting was to amend the Constitution, due notice of such amendments having been given.

There were present Messrs. J. G. Lister (President), J. M. Campbell, C. A. Fergusson, C. L. Thornber, J. R. Pollock, L. J. Miller, J. B. Bennett, G. S. Ford, Misses N. Margaret McKillican, H. P. Anderson, L. M. Nowlan, and seventy-two delegates together with Harry Charlesworth (General Secretary) and Miss Charlotte Clayton (Assistant Secretary). Representatives registered from Vancouver, North Vancouver, South Vancouver, West Vancouver, Victoria, Saanich, Point Grey, Grand Forks, Cranbrook, Nicola Valley, Chilliwack, Mission City, Nelson, Dewdney, Trail, Surrey, Salmon Arm, Fernie, Kaslo, Richmond, Okanagan Valley, Comox and other points, a number of unattached members being present.

President J. G. Lister in the chair.

The General Secretary first addressed the meeting with regard to adopting the following changes in the Constitution, proposed at the Easter Convention, held in Vancouver:

1. That Clause 4, Section (c) be amended by deleting the words "(a) and (b)" following the word "Sections," and substituting therefor the words "(a), (b), (c) and (d)" and that the Section be re-lettered as "Section (e)."

Moved by Mr. G. E. McKee (Vancouver), seconded by Mr. C. L. Thornber (South Vancouver), that the Constitution be amended as suggested. Carried.

2. That the following Sections be inserted in Clause 4, following Section (b):

"(c) A representative of the Faculty of the B.C. University."

"(d) A representative of the Faculties of the Provincial Normal Schools."

Moved by Mr. L. J. Miller (Okanagan Valley), seconded by Mr. O. J. Thomas (Vancouver), that Sections (c) and (d) be added as suggested. Carried.

3. That the Section in Clause 4, dealing with the method of election of the Executive Committee, be amended by adding after the words "such district" the following:

"The representative of the Faculty of the B. C. University shall be elected by the members of the Faculty who are members of the Federation;

"The representative of the Faculties of the Provincial Normal Schools shall be elected by the members of those Faculties who are members of the Federation.

Moved by Mr. M. E. Schaefer (South Vancouver), seconded by Mr. C. L. Thornber (South Vancouver), that the Section in Clause 4, dealing with the method of election of the Executive Committee be amended as suggested. Carried.

4. That Clause 5, Section (a) be amended by deleting the word "Summer" and inserting in its place the word "Easter."

On motion of Mr. George P. Young (Vancouver), seconded by Mr. G. A. Fergusson (Vancouver), the above amendment passed as presented.

5. That Clause 6, Section (b) be amended by striking out the word "extraordinary" immediately preceding the words "General Meeting" and by changing the word "an" to "a."

On motion of Mr. J. R. Pollock (Vancouver), seconded by Mr. J. M. Campbell (Victoria), the amendment passed as presented.

6. That Clause 5, Section (a), paragraph 2, be amended by adding the words "general or special general" immediately after the word "annual."

On motion of Dr. D. C. Little (New Westminster), seconded by Mr. G. B. Carpenter (Grand Forks), the amendment passed as presented.

7. That Clause 5, Section (d) be amended by adding the words "or special general" immediately after the words "annual general."

8. That Clause 7, Section (a) be amended by adding the words "or special general" immediately after the words "annual general."

9. That Clause 7, Section (b) be amended by adding the words "or special general" immediately after the words "annual general."

On motion of Mr. G. H. Tom (Vancouver), seconded by Mr. Harvey (Point Grey), the last three amendments passed as presented.

On motion, the Constitution as amended was adopted as a whole.

The business of the meeting having been completed, the meeting adjourned at 10.55 a.m.

CANADIAN TEACHERS' FEDERATION

Constitution

ARTICLE I.

Name: The name of this organization shall be The Canadian Teachers' Federation.

ARTICLE II.

Objects: The objects of the Canadian Teachers' Federation shall be:

(a) To obtain co-operation and co-ordination of all Provincial Teachers' Organizations upon policies and activities of common interest;

(b) To provide machinery by which the various Provincial Organizations can be kept in touch with one another and through which mutual assistance can be quickly and readily given.

(c) The Dominion organization shall in no way interfere with the full liberties of the Provincial organizations in dealing with matters concerning their own Province.

ARTICLE III.

Membership: Membership shall consist of the following Provincial Organizations of teachers, namely: The British Columbia Teachers' Federation, The Alberta Teachers' Alliance, The Saskatchewan Teachers' Alliance, The Manitoba Teachers' Federation, The Federation of Women Teachers' Associations of Ontario, The Ontario Public School Men-Teachers' Federation, The Ontario Secondary School Teachers' Federation,

and such other Provincial Organizations of teachers as may be from time to time admitted.

An Organization shall become, or be affiliated with the Canadian Teachers' Federation only so long as its active membership is restricted to those actively engaged in teaching; always provided, however, that every Provincial Organization shall have the right to admit associate or honorary members.

ARTICLE IV.

Method of Affiliation: Any Provincial Organization of teachers desiring affiliation with the Canadian Teachers' Federation shall apply in writing to the Canadian Teachers' Federation and shall accompany such application with a copy of its constitution.

ARTICLE V.

Referendum: The Executive of the Canadian Teachers' Federation may submit questions to the several affiliated organizations, and when the unanimous ratification of such recommendation is obtained, such recommendation shall be considered as a resolution of the Canadian Teachers' Federation.

ARTICLE VI.

Origin of Legislation:

(a) The Executive of the Canadian Teachers' Federation shall have power to deal with all matters affecting the interests of the Provinces in common.

(b) Such matters must first be forwarded by a resolution from one or more Provincial Organizations to the Executive of the Canadian Teachers' Federation, which shall, in turn, submit said resolution to each and every affiliated Provincial Federation or Alliance.

(c) Every affiliated organization, or all, shall, upon receipt of same, instruct their delegates how to deal with said resolution at the next meeting of the Executive of the Canadian Teachers' Federation.

(d) In order that action may be taken by the Canadian Teachers' Federation, there must be a unanimous vote of the Executive of the Canadian Teachers' Federation.

ARTICLE VII.

Vote:

(a) In all matters of policy and legislation, the method of voting shall be as in Article VI, Section (d).

(b) In all other matters, the majority vote shall prevail.

(c) In case of doubt as to which method of voting shall be adopted, the decision shall be made by a unanimous vote of the Executive.

ARTICLE VIII.

Representation: The Executive of the Canadian Teachers' Federation shall consist of not more than three delegates from each Province, but the delegates from each Province shall cast one vote only.

ARTICLE IX.

Officers: The Officers of the Canadian Teachers' Federation shall be: President, Vice-President, and Secretary-Treasurer.

A chartered accountant shall be appointed by the annual Convention to act as auditor of the Treasurer's books.

ARTICLE X.

Election of Officers: The officers of the Canadian Teachers' Federation shall be elected by ballot at the Annual Conference, nominations being made in open meeting.

ARTICLE XI.

Duties of Officers:

(a) The President shall be the Presiding Officer of the Federation, and shall, ex-officio, be the Chairman of the Executive Committee, and shall also be a member, ex-officio, of all committees appointed by the Executive. He shall have general supervision of all matters and affairs of the Federation.

In the absence or disability of the President, his duties shall be performed by the Vice-President.

(b) The Secretary-Treasurer shall have charge of the seal and of all the archives of the Canadian Teachers' Federation, shall prepare and

preserve a record of all meetings, general or otherwise, of the Federation and its Executive, and shall sign and execute all instruments in the name of the Federation when authorized to do so by the Executive, affixing thereto the seal of the Federation in the presence of the President or Vice-President. He shall be the legal custodian of all the property of the Federation. He shall submit to the Executive Committee at least fifteen days before the Annual General Meeting, a written report of the business of the Federation for the preceding year.

He shall have the care and custody of all the moneys of the Federation, whether as membership fees or otherwise; shall deposit same in such bank as shall be designated by the Executive, and shall disburse and dispose of same at the order of the Executive.

He shall keep a proper set of books of account of the Federation and shall exhibit the same to the Executive Committee when required. He shall submit a special report of the accounts and financial condition of the Federation and of all moneys received and expended by him at each Annual Meeting of the Federation. He shall be required by the Executive Committee to execute a bond for the faithful discharge of his duties in such sum as the Executive may require, the premiums of such bonds to be paid from the funds of the Federation.

(c) The Executive shall exercise all the powers of the Federation, the direction and supervision of its business, and the conduct of the affairs of the Canadian Teachers' Federation. It may appoint committees to carry on the activities of the Canadian Teachers' Federation, but the powers and duties of such committees shall be defined or approved by the Executive.

(d) In case of any vacancy on the Executive, such vacancy shall be filled by the Executive until the next Annual Meeting.

ARTICLE XII.

Quorum: The representatives from a majority of the Provincial Organizations shall constitute a quorum.

ARTICLE XIII.

Meetings: The Annual Meeting of the Canadian Teachers' Federation shall be held during the summer vacation of each year as the Executive may order, and due notice shall be given each organization on or before May 15th.

ARTICLE XIV.

Business: The business of the Annual Meeting shall be:

1. Receipt of Reports.
2. Receipt of Financial Statements.
3. Nomination and Election of Officers.
4. Appointment of Auditors.
5. General Business.

ARTICLE XV.

Rules: Bourinot's Rules of Parliamentary Procedure shall govern all meetings.

ARTICLE XVI.

Amendments: The Constitution and By-laws of the Canadian Teachers' Federation shall only be altered, amended or added to by a unanimous resolution of the Federation, submitted to the

Annual Meeting. Notice of such amendment or amendments shall be given on or before May 1st, to the various Provincial Secretaries.

ARTICLE XVII.

Fees: The annual fee to be paid to the Canadian Teachers' Federation by the Provincial Organizations shall be fixed by the Annual Convention.

BRITISH COLUMBIA TEACHERS' FEDERATION

Constitution

CLAUSE I.

Name: The Society shall be known as the British Columbia Teachers' Federation.

CLAUSE II.

Objects: The objects of the Federation shall be:

- (a) To foster and promote the cause of Education in British Columbia.
- (b) To raise the status of the teaching profession in British Columbia.
- (c) To promote the welfare of the Teachers of British Columbia.

CLAUSE III.

Membership: Active membership shall be:

(a) By Associations: Any Association of Teachers shall be eligible for membership in this Federation, and all members of such Association shall, *ipso facto*, become members of this Federation, provided always that:

1. No clause of the Association's Constitution is in any way at variance with this Constitution, or any purpose of this Federation.
2. The President of any Association admitted to membership in this Federation shall sign an undertaking that his Association is prepared to abide by the provisions of this Constitution.

(b) By Individuals: Any teacher who is too far removed from any large centre having an Association, to belong to such Association, may become a member of this Federation on application to the Executive, and on payment of a fee of five dollars (\$5.00); such members to be known as "unattached members."

(c) Exclusion Clause: No Association which admits to membership any of the following shall be eligible for membership in this Federation:

1. Officials of the Education Department, except those who are actively engaged in teaching
2. School Trustees, except those who are actively engaged in teaching.

3. Executive Officers of Boards of School Trustees.

(d) In the event of any teacher belonging to more than one Member Association of Teachers, he shall choose with which Member-Association he shall have his Federation Membership counted.

Honorary Membership:

(a) Honorary Members may be elected at any general meeting, or by resolution of the Executive.

(b) Honorary Members of Member-Associations become, *ipso facto*, Honorary Members of this Federation.

Associate Membership:

(a) Any person holding a Teacher's Certificate, but who is not actively engaged in teaching may become an Associate Member of the Federation on application to the Executive, and on payment of a fee of two dollars and fifty cents (\$2.50), unless such person is disqualified by the Exclusion Clause.

(b) Any person actively engaged in the school in welfare work for the children may become an Associate Member of the Federation on application to the Executive, and on payment of a fee of two dollars and fifty cents (\$2.50), unless such person is disqualified by the Exclusion Clause.

Associate Members of Member-Associations become, *ipso facto*, Associate Members of the Federation, upon payment by the Member-Association of a per capita fee of two dollars and fifty cents (\$2.50).

Note.—As a result of the Annual General Meeting, held on September 1st, 1921, fees for Associate Members were increased by \$1.50 (one dollar subscription to the B.C. Teachers' Federation magazine and fifty cents membership in the Canadian Teachers' Federation).

Associate Members may not vote, and may not hold executive office.

CLAUSE IV.

Officers: The Officers of the Federation shall consist of a President, a Vice-President, the Junior Past President and a Secretary-Treasurer.

The Executive Committee shall consist of:

- (a) The Officers of the Federation;
- (b) Geographical representatives who shall be determined as follows: The retiring Executive Committee shall divide the Province into geographical districts and each such district shall be entitled to one representative on the Executive Committee;
- (c) A representative of the faculty of the B.C. University;
- (d) A representative of the Faculties of the Provincial Normal Schools;
- (e) Three additional Members to be elected by those members of the Executive Committee comprised in Sections (a), (b), (c) and (d) as above, for the purpose of securing adequate representation of all sections of teachers.

The majority shall constitute a quorum.

The President shall be elected by ballot at the Annual Meeting, the nominations being made in open meeting, and all accredited delegates shall be eligible to vote.

The Vice-President and Secretary-Treasurer shall be elected by the new Executive Committee from amongst their number. The Representative for each geographical district shall be elected by the delegates in attendance at the Annual Meeting from such district.

The representative of the Faculty of the B. C. University shall be elected by the members of the Faculty who are members of the Federation.

The representative of the Faculties of the Provincial Normal Schools shall be elected by the members of those Faculties who are members of the Federation.

The Executive Committee shall have power to appoint, fix the remuneration of, and dismiss a General Secretary, who shall have charge of all correspondence of the Federation, both internal and external; shall issue a notice of all meetings, both general and executive; shall issue all notices of the Federation and its Executive, and no notice of any of the activities of the Federation, excepting those of the authorized sections, shall be binding and official unless issued over his signature.

Duties of Officers and Executive Committee:

(a) The President shall be the Presiding Officer of the Federation, and shall, ex officio, be the Chairman of the Executive Committee, and shall also be a member, ex officio, of all committees and sections appointed by the Executive. He shall have general supervision of all matters and affairs of the Federation. In the absence or disability of the President, his duties shall be performed by the Vice-President.

(b) The Secretary-Treasurer shall have charge of the seal and of all the archives of the Federation, shall prepare and preserve a record of all meetings, general or otherwise, of the Federation and its Executive, and shall sign and

execute all instruments in the name of the Federation when authorized to do so by the Executive Committee, affixing thereto the seal of the Federation in the presence of the President or Vice-President. He shall be the legal custodian of all the property of the Federation. He shall submit to the Executive Committee, at least fifteen days before the Annual General Meeting, a written report of the business of the Federation for the preceding year.

He shall have the care and custody of all moneys of the Federation, whether as membership fees or otherwise; shall deposit same in such bank as shall be designated by the Executive, and shall disburse and dispose of the same at the order of the Executive.

He shall keep a proper set of books of account of the Federation, and shall exhibit the same to the Executive Committee when required. He shall submit a report of the accounts and financial condition of the Federation and of all moneys received and expended by him at each Annual Meeting of the Federation. He shall be required by the Executive Committee to execute a bond for the faithful discharge of his duties in such sum as the Executive may require, the premiums of such bonds to be paid from the funds of the Federation.

(c) The Executive Committee shall, subject to the action of the Federation in general meeting assembled, exercise all the powers of the Federation, the direction and supervision of its business and the conduct of the affairs of the Federation. It may appoint advisory committees or sections to carry on the activities of the Federation, whose powers and duties shall be defined or approved by the Executive.

(d) Whenever any vacancy shall occur in the Executive Committee, or in any office of the Federation by death, resignation or otherwise, the vacancy shall be filled by the Executive Committee until the next Annual General Meeting.

(e) A quorum of the Executive shall be a majority of the members thereof.

(f) The Standing Committees of the Federation shall be:

1. The Finance Committee, which shall consist of three members of the Executive;
2. The Constitution and By-laws Committee, which shall consist of three members of the Executive.

(g) The terms of office of all Officers and all Members of Committees and Sections shall continue until their successors are appointed.

CLAUSE V.

Meetings:

(a) The Annual General Meeting shall be held at such time during the Easter Vacation of each year as the Executive Committee may order, but at least thirty days' notice shall be given

to Member-Associations and Unattached Members.

The voting body at an Annual General, or Special General Meeting shall consist of the Executive Committee and delegates from each Member-Association. Each Member-Association shall have the right to representation in the meeting in the proportion of one delegate to each ten of its members, or fraction thereof. When unattached members are present, they are hereby empowered to select delegates to represent them in like proportion.

(b) The business of the Annual General Meeting shall be:

1. Receipt of Reports.
2. Receipt of Financial Statement.
3. Nomination of Officers.
4. Election of Officers.
5. Election of Auditors.
6. General Business.

(c) A Special General Meeting shall be held at the call of the Executive Committee, on request of two or more Member-Associations, or on the request of twenty Unattached Members, providing always that fourteen days' notice be given, the business of such meeting to be specified in the notice.

(d) A quorum at the Annual General or Special General Meeting shall be 20 per cent of the possible number of delegates.

Bourinot's Rules of Order shall govern procedure of all meetings, etc., when not inconsistent with this Constitution and By-laws.

CLAUSE VI.

Powers: (a) The Federation shall be empowered to receive in affiliation any Association of Teachers in British Columbia, provided always that:

1. The subject shall be dealt with by the Executive.
2. The Constitution and By-laws of the requesting Association be not in conflict with any clause or section of these By-laws.

(b) The Constitution and By-laws of the Federation shall only be altered, amended or added to by an extraordinary resolution of the Federation, submitted at a general meeting, of which due notice (14 days) shall have been given.

(c) The Federation may, upon advice of the Executive, upon a vote taken by referendum, apply for a charter of organization under the Societies Act.

(d) **Borrowing Powers:** The Executive Committee shall have power to borrow from any person or persons any sum or sums of money, and for that purpose shall be entitled to charge the assets of the Federation either by way of mortgage, lien, or otherwise; provided, however, that such power as aforesaid shall not be exercised

except it be assented to by at least two-thirds of the Executive.

(e) **Auditors:** The Executive shall have power to appoint an auditor or auditors.

(f) **Examination of Records and Books:** All books, documents and other papers shall be kept in the custody of the officers hereinbefore set forth and may be examined by any person duly authorized by a Member-Association, or by an unattached member, upon giving to the proper officer in that behalf due notice in writing.

CLAUSE VII.

Voting:

(a) **Voting** shall be by a show of hands at the Annual General or Special Meeting unless not less than one-third of the members attending demand a ballot.

(b) **Absentee Voting:** Members of the Executive and delegates to the Annual General or Special General Meeting shall be entitled to vote by proxy on all questions. Such voting shall be upon a proxy furnished, on request, by the Secretary, which shall be signed and dated by the member and received by the Secretary before the meeting at which it is to be voted, but such proxy shall be revocable at the pleasure of the person making it.

CLAUSE VIII.

Referendum: The Executive of the Federation may, in questions affecting the Federation's interests, submit such questions for consideration to the Member-Associations and unattached members. A vote on such questions shall be taken at a General Meeting of each Member-Association, and the majority and minority vote shall be promptly communicated by mail to the General Secretary of the Federation. Unattached members shall record their vote on forms provided for the purpose by the General Secretary, and the action of the Executive shall be in accordance with the grand total majority vote.

CLAUSE IX.

Initiative: At the request of not less than two Member-Associations, or twenty unattached members, the Executive shall submit to referendum any questions placed before it.

CLAUSE X.

Fees:

(a) **Each Member-Association** shall pay in to the Federation an annual per capita fee of five dollars (\$5.00) for each active member, and two dollars and fifty cents (\$2.50) for each Associate Member, as soon after August 1st, or affiliation, as possible.

(b) **Unattached Members** shall pay an annual fee of five dollars (\$5.00) as soon after August 1st, or affiliation, as possible.

(c) Any member of the Federation who fails to renew his annual fee by November 5th of each year shall be considered as delinquent, but may be reinstated by the Executive on payment of all back dues, together with a registration fee of one dollar (\$1.00).

(d) For extraordinary expenses the Executive may advise that a levy be made upon the entire membership of the Federation. Such levy shall be paid forthwith to the Treasurer.

(e) Teachers joining immediately on graduation from the Provincial Normal Schools shall

be admitted to the Federation for a fee of three dollars (\$3.00) for their first year of teaching.

(f) Teachers who have not had an opportunity of joining the Federation previously, but who join during the year, shall pay a fee equal to fifty cents (.50c) per month for the unexpired portion of the Federation year.

Note.—By unanimous resolution passed at the Annual General Meeting on September 1st, 1921, all of the above fees were increased by two dollars—one dollar to Canadian Teachers' Federation fee, and one dollar as subscription to B.C. Teachers' Federation Magazine.

MODEL CONSTITUTION FOR MEMBER-ASSOCIATIONS

CLAUSE I.

Name: The name of this Association shall be ".....Teachers' Association (Branch of the B. C. Teachers' Federation)."

CLAUSE II.

Objects: The objects of this Association shall be:

- (a) To promote the cause of education in
- (b) To raise the status and promote the welfare of the teaching profession in

CLAUSE III.

Membership:

(a) Active Members: Persons engaged in teaching in shall be eligible as Active Members on payment of the annual fee.

(b) Associate Members: Any person holding a Teacher's Certificate, but who is not actively engaged in teaching, may become an Associate Member of the Association on application to the Executive, and on payment of a fee of two dollars and fifty cents (\$2.50), unless such person is disqualified by the Exclusion Clause of the British Columbia Teachers' Federation.

(c) Honorary Members may be elected at any general meeting, provided that such election is not in conflict with any clause of the Constitution of the British Columbia Teachers' Federation.

(d) Members in good standing of any other British Columbia Teachers' Association affiliated with the Federation may be received by transfer, and enrolled by the Recording Secretary without the payment of any additional fee.

CLAUSE IV.

Officers: The Officers of the Association shall consist of a President, a First Vice-President, a Secretary and a Treasurer. These, with additional members, shall constitute the Executive Committee.

CLAUSE V.

Election:

(a) The Officers and other Members of the Executive shall be elected by ballot at the Annual Meeting, the nominations being made in open meeting.

(b) Whenever a vacancy shall occur in the Executive Committee by death, resignation, or by removal from the confines of this Association, the vacancy shall be filled by the Executive Committee until the next Annual Meeting.

CLAUSE VI.

Duties:

(a) The duties of Officers and of the Executive shall be defined in Bourinot's Rules of Order when not in conflict with any clause of this Constitution, and these shall also govern the procedure at all meetings.

(b) At the first session of the Annual Meeting the Secretary shall report in detail on the business of the Association during the year, and the Treasurer shall submit in writing a report of the financial condition of the Association, including a detailed statement of all receipts and expenditures.

CLAUSE VII.

Bond: The Treasurer may be required to execute a bond for such sum as the Executive may require the premium, if any, to be paid out of the funds of the Association.

Moneys: All moneys received by the Treasurer shall be immediately deposited in a Chartered Bank to the credit of the Association, to be drawn only by the joint cheque of the President and the Treasurer.

CLAUSE IX.

Audit: An audit committee of two members of the Association who are not on the Executive shall be elected at the Annual Meeting for the ensuing year. These shall report in writing at the first session of the next Annual Meeting.

CLAUSE X.

Local Representative: The President shall have power to appoint a Local Representative in each centre. This Representative shall represent his centre in all matters pertaining to the business of the Association with his centre. He shall receive subscriptions and other moneys which he shall forward to the Treasurer.

CLAUSE XI.

Enrolment: The Secretary shall enrol the names of all members with the name of the School District, Post Office address of the member, and the date of payment of the annual fee.

CLAUSE XII.

Fees:

(a) The Annual Fee shall be determined at the Annual Meeting and shall be payable in advance at the time of that meeting.

(b) Any member whose fees are in arrears shall be deprived of all privileges of membership until such time as such arrears are paid.

CLAUSE XIII.

Meetings:

(a) The Annual Meeting shall be held during the month of the exact dates and the programme to be arranged by the Executive.

(b) Other General Meetings may be called at the direction of the Executive, or upon the written request of one-third of the members of the Association, but there must be at least six meetings during the year.

CLAUSE XIV.

Voting: Voting at all meetings shall be by show of hands, except when a ballot is demanded by one-third of the members present.

CLAUSE XV.

Amendments: The Constitution may be amended by a majority vote of the members present at any regular session of the Annual Meeting, provided that notice of such amendment shall have been submitted in writing at the first session of that meeting.

CLAUSE XVI.

Penalties: Any member violating any of the terms of the Constitution or of the By-laws, shall be requested to forward a statement in writing to the Executive Committee or to appear before the Executive Committee who, upon consideration of the circumstances of the case, may report the said member to the Association in general meeting assembled, and its decision shall determine the discipline to which the offending member shall be subjected.

CLAUSE XVII.

Affiliation: This Association shall be affiliated with the British Columbia Teachers' Federation, and the President shall be empowered to sign the necessary undertaking on behalf of this Association.

NEW WESTMINSTER SETTLEMENT

After going to press, we have received the gratifying news that the School Board of New Westminster, at its meeting on Monday, October 10th, after hearing a deputation from the Teachers' Association, passed a resolution agreeing to put the award of the Arbitration Board into full effect, and to pay the teachers the salaries specified, retroactive to January 1st, 1920. We wish to express our appreciation of this action on the part of the Board. We are sure that the City of New Westminster will gain much by recognizing the award, for not only will it make possible a renewal of good-will between the teachers, the trustees, and the citizens generally, but it will also remove from the teachers' minds that sense of injustice which must have been present. As in all other walks of life, teachers can accomplish their best, only when working under happy relationships. Another effect of this satisfactory settlement will be to restore confidence in the method of settling disputes by arbitration, the only method which is in keeping with the spirit of our day, while at the same time teachers throughout Canada—and particularly those in British Columbia—will be delighted to be able to regard the City of New Westminster as having fulfilled its obligations to the members of the teaching staff. We feel confident that both the teachers of New Westminster and the Trustees will forget any feelings of animosity which may have resulted from the controversy—and that from this time on there will be a sincere effort on both sides to work in complete harmony.

COMPETITION FOR NAME

At present this magazine has no officially registered name. A prize of \$2.50 is offered to the member of the Federation who submits the best name, and the winning name will then be adopted by the Magazine. All entries to be received at the Federation office on or before November 12th, 1921.

B. C. TEACHERS' FEDERATION MAGAZINE

Managing Editor:

Harry Charlesworth

Editorial Board:

Dean, Coleman, B.C. University; Dr. G. G. Sedgewick, B.C. University; Miss Helen Stewart, City Librarian, Victoria; Dr. Sanderson, Vancouver; Mr. J. G. Lister, President B.C.T.F.

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BRITISH COLUMBIA TEACHERS' FEDERATION

Statement of Receipts and Payments from 1st August, 1920, to 31st July, 1921

		RECEIPTS.	
1920.	Aug. 1—To balance on hand.....		\$1,422 61
1921.	July 31—		
	Membership fees	\$8,790 85	
	Pooling and Special Levy	7,189 31	
	Provincial Institute	\$580 12	
	K. and B.T.A.	306 00	
	Refunds	886 12	
	Registration Fees, Convention	32 90	
	Interest on Savings Account.....	33 00	
		43 45	
		<u>\$16,975 63</u>	
			\$18,398 24
		DISBURSEMENTS	
1921.	By Salaries		\$5,185 00
July 31—	Travelling Expenses:		
	C.T.F., 1920	\$431 23	
	C.T.F., Calgary	161 35	
	C.T.F., Toronto	850 00	
		<u>\$1,442 58</u>	
	General Secretary	947 35	
	Convention	79 70	
	Executive Meetings	330 13	
	Sundry	23 40	
	Auto hire	73 00	
		<u>2,896 16</u>	
	Telephone and Telegraphs.....	245 60	
	Rent	338 90	
	Postage, Express, etc.	240 39	
	Printing	989 96	
	Stationery and Office Supplies	359 25	
	Furniture and Equipment	264 25	
	Legal Expense	163 01	
	Extra Office Help	176 50	
	Standard Certificates, deposit	25 00	
	Standard Certificates, validation	41 75	
	Refund, K. and B.T.A.	\$138 00	
	Refund, S. Vancouver T.A.	4 50	
		<u>142 50</u>	
	Pooling Travelling Expenses	2,766 01	
	Canadian Teachers' Federation	100 00	
	Convention Expenses	106 79	
	Convention Lecturer	223 52	
	Honorarium, D. J. Thomas	29 45	
	Exchange	36 21	
	Sundry Expenses	132 54	
		<u>\$14,461 89</u>	
	Petty Cash on hand	\$ 20 00	
	Cash on hand	84 60	
	Royal Bank, Trust Account	885 37	
	Royal Bank, Savings Account.....	2,543 40	
	Royal Bank, Current Account	402 98	
		<u>3,936 35</u>	
			\$18,398 24

We hereby certify that, having examined the books and vouchers of the B.C. Teachers' Federation, and from information and explanations given to us, the above statement of Receipts and Disbursements is correct as shown by said books and vouchers.

Victoria, B.C.,
August 27th, 1921.

(Signed) J. M. Y. BOYSTON & CO.,
Chartered Accountants,
Auditors.

MEMBERS OF B.C. TEACHERS' FEDERATION

British Columbia Mainland Educational Handwork Association

Executive Committee:

President, Mr. W. A. Hill; Vice-President, Mr. William Steele; Secretary-Treasurer, Mr. D. P. McCallum; Press Representative, Mr. N. Y. Cross; Mr. A. Woolridge, Mr. J. W. Parker.

Campbell, Mr. A.	Hill, Mr. H.	Templar, Mr. F. W.
Cantell, Mr. A.	Jones, Mr. A. W.	Van Groesbeck, Mr. J.
Clark, Mr. G. F.	Manson, Mr. G.	Vinall, Mr. H.
Crabb, Mr. C.	Michelmore, Mr. A.	Williams, Mr. A.
Cross, Mr. N. Y.	McCallum, Mr. D. P.	Wilson, Mr. W.
Gardner, Mr. N. H.	McKeown, Mr. W. A.	Woodcock, Mr. W. K.
Hale, Mr. M.	Nelson, Mr. W.	Wooldridge, Mr. A.
Hamilton, Mr. A. S.	Northrop, Mr. S.	
Harris, Mr. F. J.	Steele, Mr. W.	Total—25.

Burnaby Teachers' Association

Executive Committee:

President, Mr. S. J. Griffiths; Vice-President, Miss M. C. Morrow; Secretary-Treasurer, Mr. Edward I. Cantell; Mr. J. C. Glass, Mr. D. H. H. Lowther, Mr. Wm. Blair, Miss J. M. McKenzie, Mr. G. W. Sievers, Miss F. G. Sainsbury.

Blair, Mr. W.	Gray, Miss J.	Price, Miss E.
Brice, Miss F. A.	Gray, Miss M. A.	Pullinger, Mr. P.
Brown, Mr. C. G.	Griffiths, Mr. S. J.	Reid, Miss H. H. S.
Burnette, Mr. J. N.	Heaps, Miss E. F.	Schou, Miss F. D.
Cale, Miss G.	Horton, Miss D. H.	Scott, Mrs. M.
Cantell, Mr. E. I.	Keast, Miss E. M.	Scott, Miss M. M.
Corbett, Miss A. S.	Leavens, Miss I.	Shand, Miss J. R.
Crake, Miss E. M.	Love, Miss E.	Sievers, Mr. G. W.
Crake, Miss F.	Lowther, Mr. D. H.	Sinmonds, Miss M.
Davy, Mr. J. G.	May, Miss G.	Simpson, Miss Christina
Dennison, Miss V.	Moodie, Miss A. S.	Streeter, Mrs. C.
Donley, Miss E.	Morrison, Mr. N.	Sutcliffe, Miss Nellie
Fetherstonhaugh, Miss P. E. S.	Morrow, Miss M.	Tough, Miss Edith
Forrest, Miss A. T.	McKenna, Mr. A. J.	Warburton, Miss Rhoda
Glass, Mr. J. C.	McKenzie, Miss J.	Wells, Miss Olive
Gordon-Cummings, Mr. R.	MacKenzie, Miss L.	White, Mr. G. B.
Gray, Mr. D.	McKie, Miss M. E.	Whitworth, Miss E.
	Opie, Miss A. M.	Wilks, Miss E.
		Total—53.

Chilliwack Teachers' Association

Executive Committee:

President, Mr. Victor Woodworth; First Vice-President, Miss Lena Nowlan; Second Vice-President, Miss E. G. Cameron; Secretary-Treasurer, Mr. John Eason.

Programme Committee:

Mr. W. P. Robertson, Miss Grace Brown, Miss Margaret Jackson.

School Committee:

Mr. Wilson, Mr. Davies, Miss Whistler, Miss Helen Matheson.	
Agar, Miss R.	Fee, Miss M. E.
Archibald, Miss M.	Fraser, Mr. H.
Ashwell, Miss I.	Gow, Miss L. H.
Brown, Miss	Hobson, Mrs.
Cameron, Miss E. G.	Jackson, Miss M.
Carmichael, Mrs. M. I.	Jameson, Mr. A. G.
Carmichael, Mr. T.	Johnson, Miss C.
Davies, Mr. C.	Johnston, Miss M.
Eason, Miss F. B.	King, Mr. J. W. H.
Eason, Mr. J. S.	Kipp, Miss D.
	Leary, Miss D.
	Libby, Miss M. T.
	Manning, Miss Z. E.
	Marshall, Miss M.
	Matheson, Miss A. E.
	Matheson, Miss V. J.
	Mitchell, Miss L. L.
	Muir, Mr. R.
	McManus, Miss G.
	MacQueen, Miss E. H.

Nowlan, Miss L. M.	Sleightholme, Miss M.	Wilson, Mr. G.
Patterson, Mrs. P. E.	Taylor, Miss A.	Wilson, Miss L.
Readey, Mr. J. C.	Thomson, Miss J. B.	Woodworth, Mr. V.
Siddons, Mr. D.	Whistler, Miss L.	Total—41.

Comox District Teachers' Association

Executive Committee:

President, Mr. W. Stubbs; Vice-President, Mr. C. B. Wood; Secretary-Treasurer, Mr. C. E. Burbridge.

Anderson, Mr. D. J.	Ferris, Miss E.	McLean, Mr. J. G.
Bannerman, Miss M. C.	Gallivan, Miss T. A.	Nutt, Mr. G.
Barker, Mrs. C.	Gaudin, Mr. F. H.	Partridge, Miss P.
Beckwith, Miss M. E.	Harris, Miss D. J.	Potter, Miss A.
Burbridge, Mr. C. E.	Harrison, Miss Hanna	Reese, Miss A. L.
Carroll, Miss L. L.	Hildebrand, Miss A.	Robertson, Miss J. E.
Carter, Mr. A. P.	Hood, Miss L.	Stubbs, Mr. G. W.
Coleman, Miss M. E.	Horwood, Miss F.	Watson, Miss H.
Dalton, Miss C. B.	Keir, Miss C. M.	Wood, Mr. C. B.
Davis, Miss G. G.	Marshall, Miss M. P.	Total—31.
Dougan, Miss F.	McKay, Miss G. L.	

Cranbrook Teachers' Institute

Executive Committee:

President, Mr. W. T. Arthurs; Vice-President, Mr. H. M. Robertson; Secretary, Miss Amy Woodland; Treasurer, Miss Sybil D. White; Mr. F. M. Morris.

Armstrong, Mr. W. M.	Grigor, Miss H.	Staples, Miss M. E.
Arthurs, Mr. W. T.	Morris, Mr. F. G.	Trevorrow, Miss L.
Baxter, Miss M.	Macdonald, Miss P. M.	White, Miss D.
Blankenbach, Miss M. M.	MacKenzie, Miss C. M.	Woodland, Miss A.
Copley, Mr. R. J.	Patterson, Miss E. B.	Total—16.
Eckert, Mr. L.	Robertson, Mr. H. M.	

Dewdney Teachers' Association

Executive Committee:

President, Mr. F. W. Harvey; Secretary-Treasurer, Mrs. Emma M. Cox.

Ball, Miss D.	Harvey, Mr. F. W.	Peck, Miss A.
Bournes, Miss E. E.	Irvine, Miss	Sprinkling, Mr. R. G.
Cox, Mrs. E. M.	Maxwell, Miss E. W.	Total—9.
Elliott, Miss R.		

Esquimalt Electoral District Teachers' Association

Executive Committee:

President, Mr. H. L. Campbell; Secretary-Treasurer, Miss Dorothy Boyden; Miss Maude Knappett; Miss Florence Smith.

Boyden, Miss D. F.	Knappett, Miss M.	Smith, Miss F.
Campbell, Mr. H. L.	MacKay, Miss D.	Smith, Mr. H. B.
Colbert, Miss V.	McKinnon, Miss A.	Spragge, Miss P. E.
Collister, Miss E. M.	McKinnon, Miss C. P.	Tait, Mr. Leonard
Harvey, Miss E. J.	Parkinson, Miss K.	Waddington, Mr. F.
Johnson, Miss A.	Riddell, Miss G. G.	Total—17.

Fernie Teachers' Association

Executive Committee:

President, Mr. J. B. Beddome; Vice-President, Mrs. A. Elley; Secretary-Treasurer, Miss Isabel Dicken.

Beddome, Mr. J. B.	Elley, Mrs. A.	Sheffield, Mr. P. H.
Burnham, Miss L. M.	Elliott, Miss J.	St. James, Miss L. A.
Corbett, Miss L. M.	Elliott, Miss M.	Simmonds, Miss K.
Crocker, Miss N. F.	Hogan, Mrs. E. M.	Smith, Mr. H.
Dewar, Miss H. A.	McAllister, Miss M.	Stott, Miss E. C.
Dicken, Miss D.	Macdonald, Miss F.	Teeple, Miss M.
Dicken, Miss I.	MacDonald, Miss J.	Wood, Miss A. L.
Douglas, Miss N.	Nicholson, Miss E.	Total—23.

Grand Forks Teachers' Institute

Executive Committee:

President, Mr. George B. Carpenter; Vice-President, Miss Helen McEwan; Recording Secretary, Mrs. Neata M. Steeves; Corresponding Secretary, Miss Jessie A. Stuart; Mr. Hugh A. Glaspell; Miss Ada Naylor.

Carpenter, Mr. G. B.	McEwan, Miss H.	Steeves, Mrs. N. M.
Glaspell, Mr. H.	Naylor, Miss A.	Stuart, Miss E.
Harrigan, Miss M.	O'Brien, Miss B.	Stuart, Miss J.
Kydd, Mr. E. L.	Reynolds, Mr. C. B.	Total--11.

High School Teachers' Association of the Lower Mainland

Executive Committee:

President, Mr. John Marr; Past President, Mr. W. H. Morrow; First Vice-President, Miss I. J. Mackenzie; Second Vice-President, Miss E. D. MacQueen; Recording Secretary, Dr. J. R. Sanderson; Corresponding Secretary, Mr. Walter Putnam; Treasurer, Mr. L. W. Taylor; Mr. H. N. MacCorkindale; Dr. R. A. Little; Mr. A. Sutherland; Mr. A. J. Mather; Mr. J. Graham Darling.

Abercrombie, Mr. W.	Fraser, Miss A. E.	McDiarmid, Miss K.
Armstrong, Mr. W. G.	Gordon, Mr. J.	McDonald, Mr. G. A.
Ashley, Mr. W. S.	Grant, Mr. W. E.	MacKay, Mr. G.
Banting, Mr. A. W.	Greggs, Miss Gladys E.	Mackenzie, Miss J. J.
Barelay, Mr. G. C.	Grenfell, Miss M. E.	McKinnon, Mr. G. W.
Beech, Mr. W. K.	Hall, Mr. J. H.	McLeish, Mr. W. Y.
Bell, Miss E. B.	Halstead, Mr. F. H.	McNiven, Miss C.
Bell, Mr. W. S.	Hill, Mr. W. A.	McNiven, Miss M.
Bowles, Mr. A.	Horner, Miss B.	MacQueen, Miss E. D.
Bridgman, Miss C. M.	Hotchkiss, Mr. A. D.	McQueen, Miss K. H.
Browne, Miss L. B. W.	Jackman, Mr. D. S.	Ogilvie, Mr. D.
Burris, Miss G. D.	Jamieson, Miss A. B.	Oliver, Mr. E. T.
Caldwell, Miss St. C.	Johnston, Mr. D. B.	Palmer, Mr. J. T. E.
Cameron, Miss C. A.	Jones, Mr. H. A.	Parker, Mr. W. E.
Campbell, Miss C. G.	Jones, Miss M.	Putnam, Mr. W.
Chesley, Miss M. A.	Judge, Mr. S. P.	Roberts, Mr. T. H.
Chippendale, Mr. T.	Laffere, Mr. H. W. L.	Rogers, Mr. L. V.
Chodat, Mr. H.	Lamb, Miss E. D. M.	Ross, Mr. A. W.
Clark, Mr. G. W.	Lister, Mr. J. G.	Sanderson, Dr. J. R.
Connor, Mr. C. F.	Little, Mr. D. C.	Selman, Mr. G. S.
Coombs, Mrs. F. A.	Lloyd, Mr. W. J.	Simpson, Miss L.
Corkum, Mr. C. H.	Maggs, Mr. A. B.	Sinclair, Mr. J. G.
Creelman, Miss M. A.	Marr, Mr. J.	Smith, Mr. W. R.
Dewis, Miss M. E.	Mayers, Mr. F. J.	Suter, Mr. R. W.
Dunning, Mr. J.	Miller, Mr. S. L.	Tait, Mr. A. B.
Evans, Mr. A. R.	Moodie, Mr. S. F.	Taylor, Mr. L. W.
Evans, Mr. W. E.	Morrison, Mr. A. B.	Vining, Mr. A. W.
Fairey, Mr. F.	Morrow, Mr. W. H.	Watts, Mr. F. M.
Fee, Mr. W. J.	Munn, Miss E. M.	Wood, Mr. B. J.
Fenton, Mr. W. H.	McCaughie, Mr. T. C.	Woods, Mr. W.
Fergusson, Mr. G. A.	McCulloch, Miss I. J.	Total--92.

Kamloops Teachers' Association

Executive Committee:

President, Mr. Alfred Cullen; Vice-President, Mr. J. W. McNab; Secretary-Treasurer, Miss Muriel H. Costley; Miss Helen Winterbottom, Miss Lily Dundas, Mr. D. H. Munro.

Bird, Mrs. M. D.	Dandy, Miss M.	Shotton, Miss A.
Buss, Mrs. J.	Dundas, Miss L.	Weatherhead, Miss I.
Costley, Miss M. H.	Gray, Mr. W. H.	Winterbottom, Miss H.
Crawford, Miss I.	Hall, Mr. T. R.	Total--15.
Cullen, Mr. A. H.	Lott, Miss M.	
Curtis, Miss M.	McNab, Mr. W. J.	

Kaslo Teachers' Association

Executive Committee:

President, Mr. L. B. Brown; Secretary-Treasurer, Miss Marjorie Bonsall; Mr. A. A. Hartley, Miss H. Laurie, Miss M. Kane, Miss M. Kerr.
 Bonsall, Miss M. Kane, Miss M. Laurie, Miss H.
 Brown, Mr. L. B. Kerr, Miss M.
 Hartley, Mr. A. A. Total—6.

Kootenay and Boundary Teachers' Association

Executive Committee:

President, Mr. P. H. Sheffield; Recording Secretary, Miss E. M. Hogan; Treasurer, Miss Eliza C. Stott; Corresponding Secretary, Mr. Thomas Prescott; Revelstoke Representative, Mr. Ivor Bassett; Grand Forks Representative, Mr. H. Glaspell.
 Ashworth, Mr. R. W. Codd, Mrs. S. O'Hearn, Miss E.
 Blackberg, Miss A. Jakes, Miss C. E. Prescott, Mr. T.
 Blackberg, Miss E. Jones, Miss H. D. Willoughby, Miss M.
 Boyer, Mr. A. B. Morsh, Mr. J. E. Total—13.
 Cameron, Miss L. M. McDonald, Miss B.

Ladysmith Teachers' Association

Executive Committee:

President, Mr. H. Martin; First Vice-President, Miss S. W. Canty; Second Vice-President, Miss M. B. Cunningham; Secretary-Treasurer, Mr. Everett E. Snider; Miss E. M. Bauld; Miss R. G. Sidney.
 Bauld, Miss E. W. M. Hill, Miss K. M. Nairn, Miss E. J.
 Bickle, Miss E. V. S. Lister, Mr. W. J. Russell, Miss E. C.
 Cunningham, Miss M. B. Martin, Mr. H. Sidney, Miss R. G.
 Dunse, Miss M. W. Mazzoline, Miss C. Snider, Mr. E. E.
 Edwards, Miss L. L. McBride, Miss I. Thompson, Miss H.
 Gordon, Miss M. E. McPherson, Miss O. Total—17.

Langley Teachers' Association

Executive Committee:

President, Mr. E. E. Barnes; Secretary-Treasurer, Miss Margaret H. Hamilton; Auditor, Miss E. M. Montgomery.
 Barnes, Mr. E. E. Laffere, Miss B. J. Olson, Miss A.
 Brown, Miss B. Laking, Miss V. E. White, Miss L. M.
 Hamilton, Miss M. H. Montgomery, Miss E. M. Total—8.

Mission Teachers' Association

Executive Committee:

President, Mr. A. H. Webb; Vice-President, Mr. C. Illingworth; Secretary-Treasurer, Mr. Charles Gibbard; Miss C. E. Murray.
 Eckardt, Mr. H. Illingworth, Mr. C. Verchere, Miss A. M.
 Freeman, Miss K. Stafford, Mr. W. A. Webb, Mr. A. H.
 Gamble, Mr. Topper, Miss Z. Total—9.
 Gibbard, Mr. C.

Nanaimo and District Teachers' Association

Executive Committee:

President, Mr. E. S. Martin; Vice-President, Mr. S. O. Harries; Secretary, Miss C. Jaynes; Treasurer, Miss M. P. Haarer; Miss L. A. Mebius; Mr. R. H. Manzer (City); Miss Agnes Irving, Mr. J. W. Hughes; Miss B. Rimming (Country).
 Anderson, Miss E. Cunningham, Miss E. Harries, Mr. O.
 Bendell, Miss Z. Dailey, Miss H. Hawthornthwaite, Miss C.
 Boies, Miss E. Fisher, Miss D. Hughes, Mr. J. W.
 Brown, Miss E. E. Fox, Mr. W. Hutchison, Miss
 Cadow, Miss E. M. Freeman, Miss C. Irvine, Miss A.
 Campbell, Miss L. M. Green, Miss N. Jackson, Miss M.
 Carter, Miss L. Haarer, Miss I. K. Jaynes, Miss C.
 Case, Miss T. Haarer, Miss M. P. Johnston, Miss I.
 Cook, Miss F. Haddow, Miss M. Johnson, Miss V.
 Craig, Miss B. Hardy, Miss S. E. Kenyon, Miss A.

Kenyon, Miss F.	McDonald, Miss S.	Spencer, Mr. T.
Lane, Mr. A. R.	McKinnell, Miss M.	Steele, Miss M.
Lowther, Miss M.	Parrott, Miss K.	Stephens, Miss L.
Manzer, Mr. R. H.	Peto, Miss R.	Stewart, Miss M.
Martin, Mr. E. S.	Piper, Miss L.	Waugh, Miss A.
Mayovsky, Miss M. R.	Planra, Miss M.	Weir, Miss F.
Mazzeline, Miss A.	Rogers, Miss E.	Wilton, Miss M.
Mebius, Miss A.	Rogers, Miss N.	Woodman, Miss M.
Mercer, Miss W.	Rowa, Miss A.	

Total—56.

Nelson and District Association

Executive Committee:

President, Mr. R. Smillie; Vice-President, Miss E. M. Smith; Secretary-Treasurer, Miss M. Wilson; Miss M. Irvine, Mr. Mather, Mr. Carter.

Abey, Miss O.	Fleury, Miss I.	Smillie, Mr. R. H.
Ashman, Mr. G. H.	Hanna, Miss E.	Smith, Miss E. M.
Bealby, Miss O. M.	Hodgson, Miss H.	Sparks, Mr. G. E.
Beattie, Miss E.	Honeyman, Miss M.	Steeves, Mr. B. P.
Clotworthy, Mr. A. J.	Hunter, Miss L.	Steeves, Miss G.
Coates, Miss E. A.	Irvine, Miss M.	Thorp, Mr. A. B.
Cornish, Mr. A. T.	Jackson, Miss E. J.	Trembath, Miss B. E.
Davies, Mr. T. L.	Keatley, Miss S. E.	Wallock, Miss K.
Doherty, Miss E.	McArthur, Mr. H.	Whitebread, Miss P.
Etter, Miss E.	McGregor, Miss M.	Wilkie, Miss M.
Falconer, Miss K.	Mackenzie, Miss E.	Wilson, Miss M. M.
Fallis, Mr. N. F.	McLennan, Miss A.	

Total—35.

New Westminster Teachers' Association

Executive Committee:

President, Mr. G. S. Foru, Vice-President, Miss J. M. Peebles; Secretary, Mr. W. T. Plaxton; Treasurer, Miss B. M. Bournes; Mr. W. Steele; Miss E. E. Knight.

Anderson, Miss A.	Freda, Miss G.	Newby, Miss V.
Anderson, Miss M. H.	Godson, Miss M.	Oswald, Miss J.
Archibald, Miss A. M.	Gray, Miss E. M.	Paterson, Mrs. R. L.
Ashbourne, Miss R.	Gregg, Miss R.	Peebles, Miss A. B.
Atkinson, Miss E.	Hardman, Miss B.	Peebles, Miss J. M.
Banford, Miss G.	Harrop, Miss E.	Plaxton, Mr. W.
Bertwhistle, Mr. G.	Holtz, Miss L.	Rennie, Miss C.
Best, Miss F.	Homer, Miss M.	Richards, Miss M.
Bournes, Miss B. M.	Jenkins, Miss L.	Robertson, Miss O.
Bowell, Miss B.	Knight, Miss E. E.	Rowan, Miss J. E.
Bowell, Miss V.	Lambert, Mr. L.	Shield, Mr. R. S.
Bradshaw, Miss A.	Lane, Miss L.	Smith, Miss A.
Brockwell, Miss M.	Lawrence, Miss G.	Smith, Miss M.
Calbick, Miss M.	Little, Dr. R. A.	Spurr, Mr. H. I.
Cameron, Miss L. E.	Locke, Mr. E. H.	Stuart, Mr. J.
Canfield, Mr. F. O.	Matheson, Miss E.	Summers, Mr. G. S.
Contham, Mr. W. C.	Matheson, Miss M. A.	Switzer, Miss O.
Davidson, Miss E.	Mayes, Miss M.	Taylor, Miss A.
Davidson, Miss H.	Milledge, Miss E. A.	Turnbull, Miss I.
Dockrill, Miss N.	Milne, Mr. D. L.	Urquhart, Miss F.
Dockrill, Miss P.	Montieth, Miss J.	Vert, Miss M.
Dorsay, Miss S. A.	Moulton, Miss M.	Wells, Miss G.
Dunn, Mrs. B.	Murphy, Miss R.	Whelen, Miss A. E. L.
Eickhoff, Miss F.	Mackinnon, Miss M.	Wickett, Mr. F. T. C.
Fennell, Mr. W. T.	McLean, Miss M. B.	Winter, Miss M.
Flynn, Miss G. S.	McMillan, Mr. E. R.	
Ford, Mr. G. S.	Newby, Miss E. B.	

Total—79.

Nicola Valley Teachers' Association

Executive Committee:

President, Mr. Leo E. Morrissey; Vice-President, Mr. Horace S. Hurn; Secretary-Treasurer, Miss Constance Batten; Miss Moya Walsh, Miss V. Watt.
 Batten, Miss C. M. Martin, Miss E. Nunneley, rs. A. R.
 Brophy, Miss A. Morrissey, Mr. L. E. Walsh, Miss M. H.
 Carson, Miss K. A. McMyn, Miss M. Watt, Miss V.
 Hurn, Mr. H. S. New, Miss W. M.
 Lallemand, Mr. C. North, Miss B. Total—13.

North Vancouver City Teachers' Association

Executive Committee:

President, Mr. J. V. McLeod; Vice-President, Miss V. Fraser; Secretary-Treasurer, Miss Grace E. Hart; Miss C. Black, Miss E. J. McCullough, Mr. A. J. Mather; Mrs. C. J. Stevenson.

Bastin, Miss M.	Goodyear, Mrs. E. L.	McPherson, Mrs. E. E.
Bennett, Mr. J. B.	Greenaway, Miss R.	McRae, Miss G. C.
Black, Mr. C. H.	Harrison, Miss A.	Norman, Mr. A. G.
Black, Miss C.	Hart, Miss Grace	Nutt, Miss G.
Bull, Miss L. I.	Hutchison, Miss M.	Patrick, Miss G. H.
Burgess, Miss O. B.	Levy, Mr. T. E.	Rae, Miss H.
Clark, Mr. D. P.	Lloyd, Miss W. M. S.	Russell, Miss E. E.
Cunliffe, Miss G.	Mather, Mr. A. J.	Stevenson, Mrs. C. J.
Drescher, Miss D. S.	Miller, Miss R. R.	Thornton, Miss C.
Edwards, Miss M. E.	Moule, Miss C. L.	Walsh, Miss M. A.
Ewing, Mr. J. M.	MacAdam, Miss E. M.	Ward, Mrs. A.
Fraser, Miss M. C.	McColl, Miss H. S.	Watson, Miss M. F.
Fraser, Miss V. S.	McCullough, Miss E. J.	Young, Miss D. B.
Gaunt, Miss M. A.	MacLeod, Mr. J. V.	Total—41.

North Vancouver District Teachers' Association

Executive Committee:

President, Mr. W. R. MacLeod; Secretary-Treasurer, Miss Margery F. Proske; Miss Jane S. Angus.

Angus, Miss J. S.	Montgomery, Mr. G. R.	Stewart, Miss S.
Grey, Miss L.	Macdonald, Miss M. M.	Williamson, Miss E.
Hamilton, Miss A.	MacLeod, Mr. W. R.	Total—10.
Lees, Miss J. P.	Proske, Miss F.	

Okanagan Valley Teachers' Association

Executive Committee:

President, Mr. L. J. Miller; Secretary, Mr. D. J. Welsh; Treasurer, Miss E. McNaughton.

Austin, Miss E. R.	Dimock, Mrs. E. P.	Johnston, Miss E. R.
Ball, Miss B. T.	Dunlop, Miss M.	Kennedy, Mr. L. C. S.
Banks, Miss F. M.	Dunwoodie, Miss D. G.	Lantz, Miss S. T.
Beattie, Miss M. V.	Dutcher, Mr. G. E.	Leckie, Miss D.
Bell, Miss J. C.	Elliott, Miss C. M.	Lees, Mr. C. W.
Boggs, Mr. L. B.	Elliott, Miss M.	Logie, Miss G.
Bruce, Miss E. M.	Faulkner, Miss P. D.	Manin, Miss E. G.
Bryden, Miss M.	Ferguson, Miss E. M.	Martin, Miss F.
Calder, Mr. T. H.	Foy, Miss A. E.	Matheson, Mr. A. S.
Caldwell, Miss C.	Frame, Miss H.	Middleton, Mr. W. T.
Campbell-Brown, Miss M.	Fraser, Miss L. G.	Miller, Mr. L. J.
Carlson, Miss A. E.	Fulton, Mr. C.	McCaul, Miss R. P.
Carlson, Miss E. A.	Giegerich, Miss L. C.	MacDonald, Mr. S. A.
Cavers, Miss A.	Glanville, Miss C.	McEwan, Miss C.
Corbett, Miss V. M.	Harvey, Miss M.	MacGregor, Mrs. W.
Currie, Miss M. K.	Heaslip, Miss C. G.	MacLachlan, Miss E.
Dale, Miss R.	Hodgins, Miss L. B.	MacLachlan, Miss L.
Davidson, Mr. D.	Hunter, Miss A.	McLeod, Mr. B. T.
Davies, Miss E. M.	Huntley, Miss I. A. H.	McNaughton, Miss E.
DeBou, Miss E. S.	Jessett, Mr. T. E.	Nicholson, Miss J. E.

Page, Miss M.	Smith, Miss A. E.	White, Mr. C.
Phillips, Miss M. M.	Stewart, Miss L. J.	Whiting, Miss A. A.
Piggott, Miss K.	Taylor, Miss M. S.	Wilbers, Miss F.
Pithlado, Miss C. D. Y.	Tees, Mr. P. C.	Williams, Miss M.
Reekie, Miss A.	Thomas, Miss E. A.	Wilson, Mr. W. C.
Ritchie, Miss H. M.	Thomson, Miss C. L.	Wood, Miss M. V.
Rogers, Miss A. M.	Thorlakson, Miss A.	Yuill, Miss E. J.
Russell, Miss H. R.	Turner, Miss L.	Total—87.
Seaton, Miss B.	Welsh, Mr. D. J.	
Seaton, Mr. W. L.	Wentzel, Miss M. B.	

Point Grey Teachers' Association

Executive Committee:

President, Mr. H. E. Patterson; Vice-President, Miss F. Mulloy; Secretary, Miss Jean Abernethy; Treasurer, Miss Helena M. Hesson; Press Correspondent, Mr. Harry Harvey; Convener, Miss E. B. Parks.

Abernethy, Miss J. B.	Gillis, Miss J. E.	Parker, Mr. J. W.
Allen, Miss H. C.	Grey, Mr. C. H.	Patterson, Mr. E.
Anderson, Miss C. H.	Hand, Miss V. M.	Phillip, Miss M.
Baxter, Miss A. E.	Harvey, Mr. B.	Pirie, Miss L.
Bolton, Miss I.	Harvey, Mr. H.	Porter, Miss J.
Brae, Miss A.	Hesson, Miss H. M.	Renwick, Miss A.
Buckerfield, Miss H.	Hicks, Mrs. L. M.	Rombaugh, Miss A.
Buckley, Miss B. M.	Hinsley, Miss G. M.	Round, Mr. B.
Cameron, Miss M.	Lacey, Mr. O.	Russell, Miss F. C.
Carlisle, Miss E.	Lawrence, Mr. F.	Simpson, Miss L.
Carson, Miss N.	Martin, Miss D.	Smith, Miss H.
Charter, Miss E.	Mulloy, Miss F.	Sumner, Mme. C.
Chisholm, Miss A.	Munroe, Mr. E. A.	Sutherland, Miss M.
Climie, Miss M.	McArthur, Miss M.	Taylor, Mr. A. H.
Cook, Miss M. J.	McDonagh, Mr. W.	Waugh, Miss M.
Copeland, Miss M.	Macdonald, Miss J. M.	Yewdall, Mrs. D. M.
Corkindale, Mr. H. N.	Mackenzie, Miss E.	Total—54.
Feast, Mr. P. C.	McQueen, Miss F. M.	
Finlayson, Mr. A.	Park, Miss E. B.	

Prince George Teachers' Association

Beal, Mr. W. P.	Milligan, Miss E.	Stein, Miss M.
Gibson, Miss E.	Rastery, Miss R.	Total—7.
Halliday, Miss K.	Rolston, Miss E.	

Prince Rupert Teachers' Association

Executive Committee:

President, Mr. James C. Brady; Vice-President, Miss Jessie Rothwell; Secretary-Treasurer, Miss Mary Gladwell; Miss M. V. McLenaghan; Miss Blanche Macdonald; Miss Annie McKinnon; Miss May Martin; Mr. Angus McDonald.

Brady, Mr. J. C.	McDonald, Mr. A.	Rothwell, Miss J.
Eason, Miss J. B.	Macdonald, Miss B.	Sewell, Miss E.
Gladwell, Miss M.	Macdonald, Miss G.	Stone, Miss S. L.
Hall, Miss G.	McKinnon, Miss A.	Walker, Mrs. B.
Marcellus, Miss A. B.	McLennaghan, Miss M. V.	Willett, Miss J.
Martin, Miss M.	MacLeod, Miss B.	Total—21.
Mercer, Miss E. A.	Nickerson, Miss H.	
Mills, Miss S. A.	River, Miss N. E.	

Revelstoke Teachers' Institute

Bassett, Mr. I.	Montgomery, Miss H.	Street, Miss I.
Coursier, Miss O.	Morgan, Miss A.	Telfer, Mrs. M. H.
Dakin, Mr. W.	McKay, Miss R.	Total—8.

Richmond Municipality Teachers' Association
Executive Committee

President, Mr. J. Graham Darling; Vice-President, Mr. G. T. Evans; Secretary-Treasurer, Miss Pearl L. N.

Clemens, Miss I.	H.	Miss W.	Lewis, Mr. F. R.
Darling, Mr. J. G.	H.	M.	McKay, Miss P. L.
Elder, Miss M. E.	F.		McMyn, Miss J.
Estabrooks, Miss H.		H. D.	McNeely, Miss K.
Evans, Mr. G. T.			Total—14.

Association

mittee:

President, Miss B. Alward; Treasurer, Mr. Sjolander; Secretary, Miss M. C. Bissett; E. Creedon.

Alward, Miss B.		Offerhaus, Miss M. K.
Anderson, Miss J.	C.	O'Neill, Mr. J.
Anderson, Miss M.		O'Neill, Miss M.
Armstrong, Miss E.	Drennan, Miss R.	O'Neill, Mr. W.
Ballentyne, Miss H.	Dunnell, Miss J. E.	Ozard, Miss M.
Beane, Miss E.	Haddow, Miss E.	Parfitt, Miss V.
Beattie, Miss M.	Hallwright, Mr. H. E.	Patrick, Miss E.
Berton, Miss N.	Huddleston, Miss H.	Revercomb, Miss A.
Bird, Miss E. D.	Hume, Mrs. A. W.	Robertson, Miss M.
Bissett, Miss M. C.	Hunter, Mr. J. W.	Sanders, Mr. J. E.
Bradshaw, Miss M.	Jennings, Miss P.	Service, Miss M. G.
Brusky, Miss J. V.	Keenan, Mr. J. K.	Shampency, Miss E.
Brydon, Miss J.	Kinnaird, Miss M. P.	Sjolander, Miss A.
Butterfield, Mr. W. S.	Ledingham, Miss G.	Thorpe, Miss G.
Cameron, Miss M.	Lemmax, Miss V. E.	Welch, Mr. J. O.
Carne, Miss A. E.	McKenzie, Miss M.	Williams, Miss C. E.
Chandler, Miss M.	MacKinnon, Miss M.	Woodward, Miss L. M.
Corbett, Miss M.	McMichael, Mr. W.	Total—53.

Salmon Arm Teachers' Association

Executive Committee:

President, Mr. J. A. Chambers; Vice-President, Miss Eva Ireland; Secretary-Treasurer, Miss Olive E. Cousins; Miss Turner; Miss M. McLachline.

Brown, Miss B.	Halpenny, Miss V.	McLachline, Miss M.
Chambers, Miss A.	Hamill, Miss V.	Rabeby, Miss L.
Chambers, Mr. J. A.	Ireland, Miss E.	Scales, Miss A.
Cousins, Mr. O. E.	McGill, Miss W.	Stocks, Mr. G. H.

Total—12.

South Vancouver Teachers' Association

Executive Committee:

President, Col. Alex. Graham; Vice-President, Miss E. M. Dickieson; Secretary, Mrs. L. A. Corral; Treasurer, Mr. J. Clarke; Miss E. Robertson, Mr. R. Smith, Mr. T. Woodcock, Miss Ada Robertson, Miss A. C. McIntyre, Mr. F. Armstrong, Mr. Geo. Sangster, Miss E. M. Mutch, Mr. H. W. Laffere, Mr. A. S. Hamilton, Miss B. N. Allan.

Abel, Miss M. B.	Bowness, Mrs. J. M.	Corral, Mrs. L. A.
Agar, Miss G.	Bushby, Miss G.	Creighton, Mr. J. H.
Ainslee, Miss A.	Carruthers, Miss W. M.	Crowe, Miss Edith J.
Anderson, Miss H. R.	Carrwright, Miss M. E.	Dewar, Miss M. D.
Arbuthnot, Miss O. A.	Cawley, Miss E.	Denton, Miss B.
Armstrong, Mr. F. A.	Christie, Mr. C. A.	Devereaux, Mr. A. J.
Bancroft, Miss M.	Clarke, Mr. J. A.	Dickieson, Miss E. M.
Batcheler, Miss M. A.	Clark, Miss L. B.	Duffell, Mrs. A.
Beaty, Miss T. V.	Clarke, Mr. S. J.	Dunsmuir, Miss A. B.
Becker, Miss P. C.	Clement, Mr. S. B.	Evans, Miss D. M.
Bowden, Miss M.	Colwell, Miss E. B.	
Bowman, Miss P. G.	Copeland, Miss E.	

Falconer, Miss J.
 Ferguson, Miss S.
 Forey, Miss E. F.
 Fox, Miss C. P.
 Franklin, Miss G. W.
 Fraser, Miss E. M.
 Frost, Miss E.
 Geddis, Miss J.
 Geekie, Miss J.
 Gemmell, Miss A.
 Godfrey, Mr. J. D.
 Godfrey, Miss T. M.
 Graham, Mr. A.
 Green, Mr. J. A.
 Greenlay, Miss V. M.
 Gregory, Miss G. A.
 Hall, Mrs. C.
 Hamilton, Mr. J. A.
 Hammond, Miss E.
 Handy, Miss C.
 Harper, Mrs. C.
 Hazelwood, Mr. D.
 Henderson, Miss E. M.
 Herd, Miss M. B.
 Hill, Miss E.
 Hindle, Miss L. E.
 Hood, Miss M. R.
 Hornby, Miss H.
 Howard, Miss I.
 Howard, Miss J.
 Hurry, Miss A.
 Irvine, Miss G. W.
 Irwin, Miss M.
 Jacks, Miss A. E. A.
 Jackson, Miss M. A.
 Jeakes, Mrs. A.
 Jex, Mrs. H. M.
 Johnson, Miss D.
 Jones, Miss M. L.
 Kay, Miss M. C.
 Kerr, Miss A. I.
 Killip, Miss B.
 Killip, Miss G.

Kirk, Mr. M. L.
 Knight, Mr. C. E.
 Knowling, Miss E. M.
 Lewis, Miss M. L.
 Litch, Miss K.
 Livingstone, Miss E. V.
 Livingstone, Mr. F. K.
 Loughheed, Miss A. C.
 Luckraft, Mr. R. M.
 Macdonald, Mr. A. H.
 McDonald, Miss I. L.
 Macdonald, Miss M. E.
 McGeer, Miss K.
 McInnes, Miss C. B.
 McIntosh, Miss K. E.
 McIntyre, Miss A. C.
 MacKenzie, Miss T.
 MacLean, Miss V.
 McLellan, Miss E. L.
 McLeod, Miss I. M.
 McLeod, Miss J.
 McNairn, Miss I.
 McNeish, Miss I.
 McRae, Miss R. R. I.
 Magee, Miss E.
 Martrin, Mr. A.
 Mathieson, Miss K. A.
 Miller, Miss G. W.
 Miller, Miss J.
 Miller, Miss O. F.
 Miller, Miss R. R.
 Miller, Miss Ruth
 Milne, Mrs. F. R.
 Mitton, Mrs. A.
 Morrison, Mrs. O.
 Mutch, Miss E. M. V.
 Nesbitt, Miss F.
 Nicholson, Miss G.
 Paddon, Miss A. W.
 Paddon, Miss A. L.
 Pakeman, Miss E.
 Parker, Miss P. K.
 Partridge, Miss M.

Peck, Miss D. E.
 Peebles, Miss J.
 Pengeily, Miss H.
 Percival, Miss F. G.
 Pettit, Miss A. M.
 Pugh, Miss E. M.
 Ramsay, Miss M.
 Reilly, Miss B. H.
 Robb, Miss G. I.
 Robb, Mr. L. H.
 Robertson, Miss E. B.
 Robertson, Miss I.
 Robertson, Miss L. C.
 Robertson, Miss M.
 Robinson, Miss A. L.
 Robinson, Miss A.
 Robinson, Miss E.
 Robinson, Miss S.
 Robson, Miss M. D.
 Robson, Miss M.
 Rose, Miss M.
 Sangster, Mr. G.
 Scurrah, Miss M.
 Shaefer, Mr. M. E.
 Shearman, Mr. E. R.
 Simpson, Miss S.
 Sing, Miss M. B.
 Smith, Mr. B. N.
 Smith, Miss M.
 Smith, Mr. R. R.
 Smith, Miss V. M.
 Spencer, Mrs. C.
 Stewart, Miss A. G.
 Ternan, Miss L.
 Thorner, Mr. C. L.
 Walker, Miss M.
 Wate, Mr. G. S.
 White, Miss F. M.
 Williamson, Miss M. H.
 Wilson, Miss E. A.
 Wood, Miss I. V.
 Woodcock, Mr. T.

Total—162.

Surrey Teachers' Association

Executive Committee:

President, Miss Ivy Davis; Vice-President, Miss M. Pennington; Secretary-Treasurer,
 Miss Vera M. Hawn; Miss J. Bryson; Mr. R. H. L. Girling; Mr. Webb.

Archibald, Miss R.
 Ardiel, Miss F.
 Ardiel, Miss G.
 Bryson, Miss J. S.
 Callander, Miss G.

Clements, Miss E.
 Davis, Miss I.
 Fitzgerald, Miss L. H.
 Girling, Mr. R. H. L.
 Griffiths, Miss M.

Hawn, Miss V. M.
 Mann, Miss M.
 Pennington, Miss M.
 Webb, Mr. H.

Total—14.

Trail-Rossland Teachers' Association

Executive Committee:

President, Mr. J. C. Robson; Vice-President, Miss E. Thom; Secretary, Miss J. L.
 Munro; Treasurer, Miss M. Fraser; Miss H. Trembath; Miss G. Martin; Miss H.
 McArthur.

Allen, Miss F.
 Eldridge, Miss H.
 Ellis, Miss M.
 Embleton, Mrs. I. E.

Fraser, Miss F. J. S.
 Fraser, Miss M. J.
 Gilpin, Miss M.
 Head, Mr. C.

Lingle, Miss N. C.
 Martin, Miss G.
 Marquart, Miss W. M.
 Munro, Miss A.

Munro, Miss J. L.	Robson, Mr. J. C.	Trembath, Miss H.
McArthur, Miss H.	Schofield, Miss D. L.	Williams, Mrs. B.
Newman, Miss E. M.	Stanton, Miss M.	Williams, Mr. W. J.
Orr, Miss O. N.	Stanton, Miss V. A.	York, Miss G.
Pollock, Miss T. R.	Thom, Miss E.	
Reid, Mr. W. T.	Thompson, Miss E.	Total—28.

Vancouver and District Home Economics Association

Executive Committee:

President, Miss Sue Mutch; Vice-President, Miss Ida MacKay; Secretary-Treasurer, Miss Mabel D. Allen; Press Committee, Miss Bessie Allen, Miss Edith F. Simpson; Miss Adna Bell, Miss Florence McKittrick.

Abel, Mrs. I.	Davidson, Miss M.	Oliver, Miss F.
Allen, Miss B.	Dickinson, Miss B.	Parker, Miss E.
Allen, Miss M. D.	Govenlock, Miss M. J.	Simpson, Miss E. F.
Bell, Miss A. M.	Hutchison, Miss Z. R.	Steven, Miss E.
Berry, Miss E.	Martin, Mrs. A.	Sutherland, Miss A.
Bruce, Miss H. B.	McKittrick, Miss F.	Sutherland, Miss I.
Canty, Miss S. W.	Mutch, Miss S.	Underhill, Miss L. E.
Courtney, Miss M. J.	MacKay, Miss I. F.	Total—23.

Vancouver Island High School Teachers' Association

Executive Committee:

President, Mr. Gordon Downes; Vice-President, Mr. Thomas Steward; Secretary Miss C. N. Burrridge.

Burrridge, Miss C. N.	Garger, Mr. W.	Hope, Mr. H. P.
Cranston, Mr. L. J.	Hamilton-Smith, Mr. E. W.	Maxwell, Miss G.
Downes, Mr. G.	Hewlings, Miss G. N.	Sharples, Mr. H. R.
		Total—9.

Vancouver Teachers' Association

Executive Committee:

President, Mr. J. G. Lister; Secretary, Miss L. M. Howell; Treasurer, Mr. Geo. P. Young.

Abel, Miss J. M.	Bossano, Miss E.	Carruthers, Miss M.
Abercrombie, Miss M.	Bower, Miss M.	Caspell, Mr. E.
Adam, Miss J. W.	Boyer, Miss E. M.	Cattell, Miss D.
Allen, Miss M.	Boyes, Mr. F. C.	Cattell, Miss M.
Amos, Miss M.	Bradbury, Mrs. D.	Chadwick, Miss B.
Anderson, Miss J. J.	Bragg, Mr. F. G.	Chadwick, Miss C.
Anderson, Miss M.	Brinton, Miss E. S.	Chandler, Miss D. G.
Anderson, Miss M. C.	Brock, Miss L. A.	Chandler, Miss F. A.
Anstie, Miss J. K.	Brown, Mr. E.	Chapin, Miss F. B.
Astle, Miss M.	Brown, Miss G.	Chappell, Miss K. L.
Bain, Miss N.	Brown, Miss H. W.	Christie, Miss I. S.
Baird, Miss N. L.	Brown, Mr. W. H.	Chute, Mr. C. C.
Balkwill, Miss A. M.	Bruce, Mr. G.	Clark, Mr. A.
Bampton, Miss L.	Brundrett, Miss L. I.	Clarke, Mr. T. V.
Baron, Mrs. E.	Brunton, Miss L. J.	Close, Miss F. J.
Beattie, Miss H. E.	Bryant, Mr. S. J.	Close, Miss L. L.
Beckman, Miss E. M.	Bryant, Miss W.	Code, Mr. L. B.
Bennett, Miss I. L.	Buchanan, Miss C.	Cole, Miss J. A.
Bermingham, Mrs. S.	Buckerfield, Miss K. E.	Collier, Miss L.
Berry, Miss E.	Rundy, Mr. A. C.	Cook, Miss E.
Bettis, Miss	Cahill, Miss W. M.	Coughlin, Miss M.
Betts, Miss D. M.	Cairns, Miss K.	Coulter, Miss B. M.
Bigney, Miss B. M.	Cairns, Miss L.	Cowan, Miss E. M.
Bissett, Miss V.	Cairns, Miss M.	Cowan, Miss S. I.
Blair, Miss E. J.	Cameron, Miss M. W. B.	Cowie, Miss M. C.
Bodie, Miss H.	Cameron, Miss M.	Crake, Miss E. D.
Boldrick, Miss H. E.	Campbell, Miss J. L.	Creelman, Miss J. T.
Bollert, Miss G. L.	Campbell, Miss L. C.	Cronkite, Mr. A. M.
Bolton, Miss D.	Canteloni, Miss J.	Crowe, Mr. C. B.
Bolton, Miss G.	Capon, Miss M.	Crowe, Miss I.

Dauphinee, Miss A. J.	Hillis, Miss B. A.	McKay, Miss M. G.
Davidson, Miss L. F.	Holden, Miss C. J.	MacKechie, Miss F.
Davis, Miss S.	Hood, Miss L. H.	McKee, Mr. G. E.
Dawe, Miss M. I.	Hooper, Miss M. C.	MacKenzie, Miss C. B.
Dobson, Mr. F. H.	Houston, Mr. W. F.	MacKenzie, Mr. G. W.
Domoney, Miss V. M.	Howard, Miss F. M. S.	McKenzie, Miss G.
Donaghy, Miss F. I.	Howard, Miss P. M.	McKenzie, Miss M.
Dorman, Miss M.	Howell, Miss L. M.	McKenzie, Miss O. B.
Dove, Mr. A. J.	Hudson, Miss L.	MacKenzie, Miss W.
Duffus, Miss C. M.	Huggard, Mrs. A. C.	McKinnon, Miss M.
Duke, Miss A. I.	Hughes, Miss A.	McLean, Miss A.
Dulke, Miss A. M.	Hughes, Miss G.	Maclean, Miss C. G.
Dunbar, Mr. J.	Hunter, Miss E.	MacLean, Mr. D. R.
Dunmore, Miss M.	Inkmann, Miss I.	McLeish, Miss K.
Duthie, Miss E. P.	Jewett, Mr. F. A.	McLeod, Miss H. E.
Dyke, Miss K.	Johnston, Miss B.	McManus, Miss G.
Eldridge, Miss C. D.	Johnston, Mrs. D.	McManus, Miss M.
Elliott, Miss M.	Johnston, Mrs. M. C.	MacMillan, Miss M. R.
Elliott, Miss I.	Johnston, Miss M. F.	McNeely, Miss B. E.
Elmsley, Miss A. B.	Johnston, Miss M. L.	McNeill, Miss H.
Evans, Mr. C. R.	Jones, Miss G.	Macpherson, Miss A.
Evans, Miss E.	Jones, Miss N. M.	Macpherson, Miss M.
Evans, Miss N.	Jourey, Miss E. J.	McWilliams, Miss J.
Fallows, Miss M.	Jukes, Miss M. E.	Manning, Mr. V. Z.
Fallows, Miss M. P.	Keith, Mrs. L. A.	Marriage, Mr. F. T.
Faunt, Miss E.	Kelly, Miss B. M.	Martyn, Miss L. A.
Ferguson, Miss M.	King, Mr. H. B.	Matheson, Miss C.
Fisher, Miss A. S.	Laidlaw, Miss K.	Maxwell, Miss M. E.
Fisher, Miss J. E. R.	Langley, Miss G.	Maynard, Miss M. E.
Fitch, Mr. H. B.	Laursen, Miss L. I.	Meadows, Mr. S.
Fletcher, Miss E. E.	Lawrence, Mr. F. J.	Mellish, Miss W. E.
Flett, Mr. W. F.	Leach, Mrs. J. P.	Messenger, Mr. C. R.
Fountain, Miss A.	Leith, Mrs. E. C.	Middlemiss, Miss E. A.
Frith, Miss L.	Leslie, Miss A. C.	Miller, Miss E.
Galt, Miss I.	Lewis, Miss A. M.	Mills, Miss S. M.
Gamey, Mr. H. W.	Lewis, Miss V. M.	Mitchell, Mr. M. W.
Gamey, Mr. H. T.	Litch, Miss A.	Moody, Miss M. H.
George, Miss E. L.	Logan, Mr. C.	Moore, Mrs. G. J.
Gibbs, Miss E.	Logan, Miss M. E.	Morris, Miss V.
Gosse, Miss S. G.	Lord, Miss D. M.	Morrow, Mr. A. E.
Gourlie, Mr. W. G.	McAdam, Mr. G. J.	Moserop, Miss E.
Graham, Miss C. M.	McAlpine, Miss S.	Munro, Miss C. E.
Graham, Miss H. M.	McArthur, Miss H.	Munro, Miss E.
Graham, Miss M. K.	McCallum, Miss A. E.	Murray, Miss C. T.
Graham, Miss R.	McCallum, Miss D. J.	Murray, Miss
Grant, Miss F.	McCarthy, Mrs. N. L.	Neill, Mrs. E. B. S.
Grant, Miss R. V. A.	McCartney, Miss V. A.	Neill, Miss M. S.
Grant, Miss W. A.	Macaulay, Miss V.	Neshitt, Mr. W. J.
Grantham, Miss V. C.	McCreery, Miss P. L.	Nicholson, Miss E.
Greggor, Miss A. A.	MacDonald, Miss C.	Noble, Miss A. L.
Gross, Mrs. A. S.	MacDonald, Miss E. C.	Noble, Miss M. C.
Guest, Mrs. W.	MacDonald, Miss G.	Northrop, Mr. H.
Harding, Mrs. J. M. H.	Macdonald, Mr. H.	O'Connell, Miss L.
Hardwick, Miss J. R.	McDonald, Miss H. L.	Olding, Miss E.
Harvie, Miss J. A.	McDougall, Miss E. M.	O'Neill, Miss M.
Haughton, Miss A.	McEwan, Mr. S.	Page, Mr. H. L.
Haviland, Miss I. I.	McFarland, Miss C. H.	Painter, Miss E.
Hawes, Miss E. V.	Macfarlane, Miss R.	Palmer, Miss M. L.
Hemsworth, Mr. E. A.	McGillivray, Miss M. R.	Parkes, Miss J. F. B.
Henderson, Miss R. C.	McGown, Miss J.	Patrick, Miss G. H.
Herd, Miss A. B.	McHeffy, Miss J.	Patrick, Miss G.
Herd, Mr. Henry D.	MacIntyre, Miss B. A.	Patterson, Miss J.
Herd, Miss I. J.	McKay, Miss E.	Pearson, Miss E. M.
Hewton, Miss S.	MacKay, Miss M.	Perkins, Miss A. G.

Perkins, Miss E. D.	Scott, Miss I.	Taylor, Miss E.
Pierce, Miss M. E.	Shaneman, Mrs. I.	Taylor, Miss G.
Pollock, Mr. J. R.	Shearman, Mr. A.	Taylor, Miss H. M.
Potter, Miss E.	Sherman, Mr. R. S.	Taylor, Miss M.
Prescott, Miss M. E.	Sheepy, Miss J.	Templar, Mrs. J.
Pullen, Miss M.	Shine, Mrs. A. G.	Thomas, Mr. O. J.
Purdie, Miss A. J. C.	Shore, Miss	Thompson, Miss E. E.
Pye, Miss A. E.	Simlett, Miss J. L.	Thompson, Miss L. M.
Pyke, Miss M.	Simpson, Miss E. M.	Timberlake, Mr. M.
Quigley, Mrs. E.	Simpson, Miss J. B.	Tom, Mr. G. H.
Ramage, Mr. W. G.	Sinclair, Miss A. M.	Townsend, Miss A. M.
Rand, Mr. W. L.	Sinclair, Miss M. P.	Tucker, Miss J. E.
Reid, Miss A.	Smith, Miss L. L.	Tucker, Miss W. M.
Reid, Mr. E. W.	Sparling, Mr. R.	Turner, Miss J.
Rempel, Mrs. S. W.	Spencer, Miss A.	Walsh, Miss V.
Reveley, Miss E.	Splan, Miss M. E.	Warne, Miss F.
Rines, Mr. A.	Starratt, Miss M. L.	Warner, Miss G.
Roberts, Miss E. L.	Steeves, Mr. R. P.	Warner, Miss M. A.
Rolston, Miss E. J.	Stephens, Miss E. L.	Weismüller, Miss E.
Roots, Miss W.	Stern, Miss F.	Whitworth, Miss M.
Ross, Miss C. E.	Sterns, Miss C. M.	Wickett, Miss E.
Ross, Miss E. D.	Stewart, Miss C. E.	Wilkinson, Miss A. F.
Ross, Miss L. A.	Stewart, Mr. J. A.	Williams, Miss F. E.
Ross, Miss L. M.	Stone, Miss M.	Williams, Miss M. A.
Rowan, Miss B. E.	Stonehouse, Miss G. M.	Willson, Miss A.
Roy, Miss E.	Story, Miss M.	Wilson, Mr. F.
Roy, Miss H.	Suggitt, Miss M.	Wilson, Miss J. I.
Roy, Miss J.	Sutherland, Mr. A.	Wilson, Miss M. R.
Russell, Miss I. R.	Sutherland, Miss E. J.	Wood, Miss G. B.
Salter, Miss M. E.	Sutherland, Miss J. H.	Woodhead, Mr. T. W.
Sanders, Miss B.	Tait, Miss E. C.	Young, Mr. G. P.
Scott, Mr. C. H.	Tanner, Miss R.	

Total—379.

Victoria and District Teachers' Association

Executive Committee:

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Aird, Miss I. C.	Cameron, Miss O. G.	Davies, Miss V. M.
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Archibald, Mr. L. C.	Cass, Miss E. V.	Duncan, Miss J. M.
Armstrong, Mr. J. A.	Cathcart, Miss I.	Dunn, Miss M. A.
Barron, Miss A. F.	Cessford, Miss E. C.	Durick, Miss D. E.
Bell, Miss M.	Christie, Miss L. S.	Eastman, Miss L. A.
Bell, Miss W. R.	Clarke, Mr. E. W.	Eagel, Miss H. A. T.
Bevan-Pritchard, Mr. G. H.	Coates, Miss K.	Ede, Miss K. F.
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Blankenbach, Miss E.	Cockburn, Miss K.	Edwards, Miss N. K.
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Brown, Miss A. M.	Cornett, Mr. T. W.	Fox, Miss D. A.
Brown, Miss M. M.	Creelman, Mr. Hugh W.	Fox, Miss M.
Brown, Capt. W.	Croft, Miss M. S.	Fox, Miss W. M.
Brynjolfson, Miss B.	Cross, Mr. H.	Frank, Miss M. C.
Burrell, Miss M. B.	Cunningham, Mr. J. A.	Fraser, Mr. D. A.
Butterworth, Mr. E.	Dalby, Miss E. M.	Freeman, Miss J.

Gardiner, Miss A. F.
Gee, Mr. W. H.
George, Miss R.
German, Miss C.
Gibson, Miss M.
Gilliland, Mr. H. C.
Gladstone, Miss M. I.
Goldfruch, Mr. R. F.
Gordon, Miss J. M.
Greig, Miss M.
Greig, Miss W.
Gunn, Mr. J. H.
Hall, Mr. T. W.
Hamilton, Mr. J. E.
Hamilton, Miss M. W.
Harris, Miss C. L.
Harris, Miss E. L.
Harvey, Major B.
Haverstock, Mr. C. M.
Hendry, Miss A. E.
Henry, Miss E.
Hinds, Miss B. J.
Hiscocks, Miss S. F.
Hoadley, Mr. W. E.
Howard, Miss E. C.
Hunkin, Mr. A. T.
Hunt, Miss A. L.
Johnston, Miss A. L.
Johnson, Miss L.
Jones, Mr. V. A.
Keast, Miss A.
King, Miss S. N.
Leigh, Miss E. M.
Lister, Miss O. G.
Long, Miss C. M.

Lucas, Miss M.
McGillivray, Miss M. K.
MacInnes, Mr. R. H.
Mackenzie, Mrs. L. B.
McKillican, Miss N. M.
McKin, Mr. J. J.
Macleod, Miss A.
Macleod, Miss J. I.
MacMurray, Miss E. W.
MacNaughton, Miss E.
Marrion, Mr. A. H.
Martin, Miss C. M.
Mason, Miss E. M.
Middleton, Miss M. E.
Miller, Miss M. M.
Mills, Miss L. M.
Moore, Miss L. A. deW.
Muncy, Mr. W. H.
Murton, Miss S. J.
Nachtrieb, Miss R. M.
O'Keiffe, Miss B.
O'Rourke, Miss M.
Paterson, Miss A. M.
Plenderleith, Mr. W. A.
Pollard, Mr. H. J.
Polson, Miss J.
Ramsay, Miss B. T.
Rhodes, Mrs. A. L.
Richards, Mr. G. E.
Richards, Miss I. M.
Riddell, Miss A. T.
Rigby, Miss N. M.
Roberts, Miss J. G.
Roberts, Miss J. C.
Robinson, Miss S. A.

Russell, Miss A.
St. Clair, Capt. I.
Sanson, Miss H.
Sargent, Miss B. H.
Sehl, Miss K. M.
Sherrin, Miss A. M.
Sherwood, Miss D. W.
Smethurst, Miss L. B.
Smith, Miss E. G.
Sprinkling, Miss I. G.
Steward, Mr. T.
Stewart, Miss A.
Stewart, Miss E. A.
Stewart, Miss M. F.
Stiff, Miss L. M.
Stubbs, Miss G.
Sylvester, Miss L. M.
Tervo, Miss E. V.
Thain, Mrs. A. C.
Thomas, Mr. D. J.
Townsend, Miss L. O.
Tuck, Miss I.
Vantreight, Miss E. L.
Walker, Miss V. M.
Watson, Miss V.
Wheatdon, Capt. R.
Wheeler, Miss H. M.
Whitemore, Mr. T. S.
Wilby, Major W. J.
Williams, Miss M.
Wilson, Mr. W. H.
Winn, Miss B.
Wollaston, Mrs. A. V.
Wright, Miss M.
Yeo, Mr. E. L.

Total—177.

West Vancouver Teachers' Association

Lawson, Miss G.
Macfie, Miss M.

Moore, Miss I.
Robinson, Miss R.

Smith, Miss E. L.

Total—5.

Unattached Members

Adair, Miss F., Parson, B.C.
Allen, Mr. R., Whaletown
Apps, Mr. G. E., Mission City
Arland, Miss E., Mapes
Atkinson, Mr. G., Quesnel
Atkinson, Miss M., Robin's Range
Baker, Miss M., Notch Hill
Barker, Miss M. U., Grand Forks
Barron, Mr. T. J., Nakusp
Beane, Miss A., Malakwa
Beattie, Mr. M., Greenwood
Bertrand, Miss C., William's Lake
Binney, Miss K., Beaton
Bossi, Miss O. L., Alexandria P.O.
Bowyer, Mr. G., Chase
Boyd, Miss L., Westbank Townsite
Bristow, Miss E. A., Wallhachin
Bruneau, Miss E. M., Bella Coala
Burns, Miss B. M., Grindrod
Burpee, Miss L. A., Vancouver
Campbell, Mr. G. H., Ladner
Campion, Miss F. I., Winlaw

Carruthers, Miss D. K., Bradner
Chadwick, Miss M. L., North Lonsdale
Chandler, Miss E., Comox
Chute, Miss I. B., Lund
Clarke, Mr. D., Pouce Coupe
Clark, Mr. E. F., White Rock
Coney, Miss E. M., Vancouver
Connor, Mr. C. Y., Revelstoke
Connor, Miss E. M., Notch Hill
Croll, Miss A. C., Alberni
Crompton, Miss A., South Vancouver
Cruikshank, Miss W. G., Red Lake
Curley, Miss E. H., Newgate
Curwen, Miss G. E., Pender Harbour
Cutler, Miss G. N., Ruskin
Dehney, Miss D. F. L., Kettle Valley
Dedolph, Miss L. L., Kaslo
Dench, Miss P. E. R., Magna Bay
Dobbins, Mr. C. S., Ladner
Dorer, Miss M. I., Vancouver
Else, Miss G. E., Armstrong

Fee, Miss E. A., Kamloops
 Fenton, Miss A. A., Heriot Bay
 Ford, Miss L., Pemberton Meadows
 Forrest, Miss H. D., Royal Mills
 Forshund, Miss F. M., Edgewood
 Fraser, Mr. D. R., Golden
 George, Miss F. L., Savona
 Gilchrist, Miss D. E., Ruskyn
 Glaser, Miss R. J., Graham Landing
 Graham, Mrs. K. A., Princeton
 Graham, Miss M. M., Vancouver
 Gray, Miss H., Moyie
 Gray, Mr. J., Kerata
 Griffiths, Miss A., Kamloops
 Grindrod, Miss M. L., Adelphi
 Harris, Mr. J. W., Naramata
 Heady, Miss N., Spence's Bridge
 Homuth, Miss M. L., Armstrong
 Howitt, Mr. J., Alberni
 Hughes, Miss M. F., Gillies Bay
 Jenkins, Miss E. J., Revelstoke
 Johnstone, Miss B. M., Armstrong
 Johnston, Miss E. M., Coalmont
 Johnston, Miss H. E., Barnston Isd.
 Johnston, Mr. J. C., Victoria
 Jones, Miss D. E., Port Alice
 Jones, Mr. W., Victoria
 Keir, Miss M. I., Greenwood
 King, Mr. J. E., Silverton
 Lanning, Miss M. M., Ladner
 Lawrence, Mr. S. H., Vancouver
 Lewis, Mr. H., Van Ande
 Lingard, Miss J. J., Golden
 Lundie, Mr. G. A., Oak Bay, Victoria
 Macdonald, Miss A. I., Okanagan Mission
 MacDonald, Miss J., New Westminster
 McDougall, Miss A. J., Cloverdale
 McDougall, Miss M. A., Harper's Camp
 McEachern, Miss M., James Island
 McIntosh, Mr. J. A., Vancouver
 MacKenzie, Miss A. B., Windermere
 McKenzie, Miss C. A., Vancouver
 McKenzie, Mr. M., North Bend
 McKinnon, Miss E., Eric
 MacLean, Mr. H. B., Vancouver
 Macpherson, Mrs. E. H., Trout Lake
 McRae, Mrs. J. B., Vancouver
 Manzer, Miss A. M., Coal Creek
 Martin, Miss M. C., Penticton
 Mason, Miss S. T., Ducks
 Masterton, Mr. R. B., Hedley
 Mellish, Miss M., Squamish
 Miller, Miss E., One-Mile Creek
 Mills, Miss M. B., Fairview
 Moffat, Miss D. M., South Vancouver
 Moore, Mr. F. W., Errington
 Moore, Mr. S., Tulameen
 Morrison, Miss M. S., North Bulkley
 Mude, Miss E., Duck Range
 Munger, Miss M. D., Heffley Creek
 Murchison, Miss A. A., Nelson

Murphy, Mr. E. H., Vancouver
 Murray, Miss A., Minclon
 Murray, Miss L., Aberdeen
 Murray, Mr. P., Natal
 Nicoll, Mr. J., Needles
 O'Neill, Mr. W. W. C., Terrace
 Ormond, Miss A., Alexandria
 Orser, Miss P. M., Celista
 Owen, Miss L. J., Victoria
 Parsons, Mrs. M. K., Kamloops
 Payne, Miss F., Kamloops
 Pollock, Mr. R. T., Hutton
 Price, Miss V. M., Burnaby
 Racklyeft, Mr. R. A., Kamloops
 Reay, Miss S., Magna Bay
 Reekie, Miss A., Glenenna
 Richards, Miss J. M., Stuart River
 Roberts, Mrs. S. A., Black Pool P. O.
 Robertson, Mr. A. P., Kimberley
 Rolfe, Miss L. M., Duncan
 Roney, Miss B., Agassiz
 Scales, Miss E. S., Golden
 Sedgewick, Prof. G. G., Vancouver
 Shiell, Miss B. M., Koch Siding
 Simms, Mrs. E. P., Jesmond
 Slingerland, Miss M. S. M., S. Vancouver
 Smith, Miss E. K., Port Alberni
 Smith, Miss G. C., Hedley
 Smith, Miss M., Grand Forks
 Spence, Miss A. J., Grand Forks
 Standen, Miss A. E., Naramata
 Steele, Mr. F. H., Creston
 Stewart, Miss B. G., North Vancouver
 Sutherland, Miss J. M., Sorrento
 Swencisky, Miss D. M., New Westminster
 Sykes, Mr. W. A. M., Hagensborg
 Tait, Miss K., Rock Creek
 Tame, Mrs. M., Chu Chua
 Tapanila, Miss O. E., Baynes Lake
 Tayler, Miss L., Sointula
 Taylor, Mr. H. H., Retreat Cove
 Teague, Miss P. E., Vanderhoof
 Thacker, Miss N. L., Invermere
 Tomlinson, Mr. A., Thetis Island
 Towell, Mr. A. S., Keremeos
 Turnbull, Miss R., Matsqui
 Wadds, Miss M. E., Trail
 Wallace, Miss E. H., Ladysmith
 Wallock, Miss S., Vernon
 Walters, Mrs. K., Wellbore Channel
 Warden, Mr. R. C., Vancouver
 Weston, Mr. W. P., Vancouver
 Whitworth, Mr. J. G., Gibson's Landing
 Wilkinson, Mrs. H. R., Fife
 Williams, Miss G. P., Ladner
 Williams, Miss M. L., Willow River
 Willoughby, Miss G., Port Crawford
 Wilson, Mr. J. A., S. Bulkley P.O.
 Yates, Miss B. I., Golden
 Young, Mr. J. W., Port Alice

Total—164.