

1976 AGM Call to Meeting

As required by the Societies Act and BCTF By-Laws 7.1 and 5.4, this formal notice of the 1976 Annual General Meeting is being sent to every BCTF member at his/her last known address.

This notice includes: (1) notification of the time and place of the meeting, (2) notification of three extraordinary resolutions (proposed changes to the by-laws) to be presented to the meeting, (3) a list of all nominations received by the Nominating Committee, (4) the audited financial statements for 1974-75.

Notice of Meeting

The sixtieth Annual General Meeting of the British Columbia Teachers' Federation will be held at the Hyatt Regency Hotel in Vancouver, beginning on Sunday, March 28, 1976 at 8:00 p.m. and continuing to Wednesday, March 31, 1976 at 10:00 p.m.

Notice of Extraordinary Resolutions

The meeting will be called upon to consider 14 extraordinary resolutions, with or without amendment, in the form of 11 recommendations from the Executive Committee, two recommendations from the Representative Assembly and one resolution from a local association.

The recommendations of the Executive Committee are:

Recommendation 11: That By-Law 1.1(a) be deleted and replaced by the following: '1.1(a) All persons required by the B.C. Public Schools Act to be members of the Federation shall be active members of the Federation and of a local association.'

Supporting Statement:

The present by-law is inconclusive. The suggested by-law makes it clear that statutory membership is active membership. Other categories of membership do not satisfy the membership requirements of the Public Schools Act.

Recommendation 12: That By-Law 1.6 be deleted.

Supporting Statement:

This by-law is now obsolete and redundant. Membership is now automatically continued for persons on leaves of absence.

They remain active members, paying fees in proportion to their salary. Those receiving no salary pay no fee (procedure statement 14.B.16).

Recommendation 13: That By-Laws 1.7 and 1.8 be renumbered 1.6 and 1.7.

Recommendation 14: That the By-Laws be amended by deleting the term 'Discipline Committee' and substituting therefor the term 'Investigation Committee' and by deleting the term 'a Discipline Committee' and substituting therefor the term 'an Investigation Committee' wherever the term occurs.

Recommendation 15: That By-Law 5.10 be deleted.

Recommendation 16: That By-Laws numbered 5.11 to 5.19 be renumbered 5.10 to 5.18.

Recommendation 17: That the following be added as By-Law 7: 'By-Law No. 7 – Judicial Committee.'

Recommendation 18: That the following be added as By-Law 7.1: 'There shall be a Judicial Committee, which shall consist of nine persons who shall be voting members of the Federation in good standing. The members of the Judicial Committee shall be elected at a meeting of the Representative Assembly.'

Recommendation 19: That the following be added as By-Law 7.2: 'Notwithstanding anything contained in these By-Laws, the Judicial Committee shall have power to: (a) terminate the membership of any member, or (b) suspend the membership of any member, or (c) reprimand any member who, in the opinion of the Judicial Committee, has been guilty of conduct harmful or prejudicial to the interests of the Federation or guilty of a breach of the Code of Ethics, provided, however, that the decision of the Judicial Committee shall be subject to appeal at a meeting of the Representative Assembly, which may confirm, reverse or modify such decision. The decision of the Representative Assembly shall be final. Notwithstanding By-Law 6.8 there shall be no appeal to the Annual General Meeting from the decision of the Representative Assembly under this section.

Before exercising its powers aforesaid, the Judicial Committee shall proceed in accordance with By-Law 15.'

Recommendation 20: That By-Law 6.11 be deleted and replaced by: 'The Representative Assembly shall constitute a board of appeal for members of the Federation against decisions of the Executive Committee made pursuant to By-Law 5.11 and decisions of the Judicial Committee made pursuant to By-Law 7.2.'

Recommendation 21: That By-Laws previously marked 7 to 19 be renumbered 8 to 20.

Recommendations of the Representative Assembly are:

Recommendation 22: That By-Law 3.2 be amended by adding the following sentence: 'For the purpose of By-Law 6 (representation at Representative Assembly), a sub-local association approved by resolution of the Executive Committee of the Federation shall be considered a local association.' (This change will avoid the need for the addition of the phrase 'and approved sub-local association' in 10 locations in By-Law 6 and will avoid any amendments to By-Law 7 and 8.)

Recommendation 23: That By-Law 15 be amended by adding the following sentence to the first paragraph: 'The Code of Ethics may be amended only at an Annual or Special General Meeting by extraordinary resolution passed by a two-thirds majority and in accordance with the provisions of the Societies Act.'

The Resolution from a Local Association is:

Resolution 7: From Prince George Teachers' Association

That By-Law 5.16 be amended: (a) to add after the word 'Committee' a comma and the words 'and in no case shall an expenditure exceed 10% of an individual program budget.', and (b) to include the following as a second sentence: 'In no case shall additions to the budget approved by the Representative Assembly, either through changes to already-approved programs or for new programs approved by the Executive Committee, exceed 10% of the total expenditures approved by the Representative Assembly.'

Supporting Statement:

1. The RA spends many hours at the fall meeting setting the budget for the ensuing year, but has limited control over Executive Committee expenditure beyond budgeted programs. After the Executive Committee has authorized expenditure in excess of the program budget, it is difficult to reverse the process. If an expenditure is deemed to be that important, a presentation should be made to the RA for authorization.

2. Part (b) would limit the Executive Committee's power to spend unlimited additional funds over those budgeted by the RA. Ten percent, however, would still allow for emergencies and a degree of flexibility for non-emergent expenditures.

Report of the Nominating Committee

The Nominating Committee presents the following names (in alphabetical order) of BCTF members who have been nominated pursuant to By-Law 5.4, for positions on the Executive Committee for the year 1976-77. Additional nominations may be made from the floor of the Annual General Meeting.

For President

Bill Broadley (Victoria)
Don Walmsley (Boston Bar)

For First Vice-President

Pat Brady (Prince George)
Gale Neuberger (Coquitlam)

For Second Vice-President

Mavis DeGirolamo (Victoria)
Jack Tearne (Chilliwack)

For Member-at-Large

Joe Berry (Vancouver)
Al Blakey (Vancouver)
Mike Campbell (Abbotsford)
Mike Downing (West Vancouver)
Frank Fuller (Sechelt)
Julia Goulden (Burnaby)
Bob Hamelin (Vancouver)
Velma Haslin (Vancouver)
Dave Janzen (North Vancouver)
Evert Krider (Ashcroft)
Don Olds (Hope)
Glen Pleuckhahn (Nanaimo)
Ken Smith (Kamloops)
Linda Wilson (Vancouver)

The nominating Committee consists of the Geographical Representatives, with Al Paterson of Vancouver as chairperson.

BCTF Finances by Program

The following statement is not part of the official audited financial statements, but is provided as supplementary information for the benefit of the membership.

COMPARATIVE PROGRAM EXPENDITURE SUMMARY for the years ended June 30

Program	1974-75 Actual	1975-76 Budget	Difference
A. Government of the Federation			
6 Employment Information Services	\$ 27,100	\$ 31,574	\$ 4,474
8 Membership Services — Personal	13,227	96,249	83,022
23 Summer Conference	24,899	29,345	4,446
29 AGM	95,448	117,175	21,727
32 BCTF Newsletter	44,395	77,687	33,292
46 President & Vice-President: Duties not included in other programs	15,226	12,228	(2,998)
47 Executive Committee	105,197	128,022	22,825
48 Representative Assembly	96,064	110,567	14,503
49 Services to Local Associations and District Councils not provided for in other programs	32,724	51,129	18,405
58 Canadian Teachers' Federation	118,009	126,092	8,083
TOTALS	\$572,289	\$780,068	\$207,779
B. Management			
3 Staffing	\$167,812	\$209,779	\$ 41,967
20 Planning and Control	26,554	37,491	10,937
55 Treasury	6,965	27,791	20,826
TOTALS	\$201,331	\$275,061	\$ 73,730
C. Administrative and Building Services			
10 Membership: Information and Fees	\$ 72,839	\$ 98,352	\$ 25,513
14 Support Services	296,849	370,904	74,055
52 Computer Information Systems	72,081	95,921	23,840
54 Accounting Systems	73,602	106,613	33,011
56 BCTF Building Management	200,401	249,878	49,477
TOTALS	\$715,772	\$921,668	\$205,896

D. Promotion of Education Process			
24 Learning Conditions	\$183,103	\$291,246	\$108,143
25 A Provincial Specialist Assoc.)	72,137	A90,774	31,600
B PSA Council)		B12,963	
36 Professional Development Advisory Committee	78,066	108,560	31,654
37 Task Force on Alternatives to Corporal Punishment		5,360	
39 Lesson Aids	7,243	—	(7,243)
40 Continuing Education	174,877	177,651	2,774
42 The B.C. Teacher	37,563	45,544	7,981
43 Resources Center	68,388	73,813	5,425
44 School Buildings and Grounds	5,379	6,246	867
65 Task Force on Teacher Competence	238	—	(238)
66 Education Research Institute of B.C. (ERIEC)	420	520	100
TOTALS	\$627,414	\$812,677	\$185,263
E. Salaries, Income Protection & Working Conditions			
60 Negotiation	\$152,489	\$224,335	\$ 71,846
Teacher Qualification	35,255	46,284	11,019
	187,754	270,619	82,865
61 Income Protection	88,096	53,564	(34,532)
62 Education Finance	12,981	12,146	(835)
63 Labor Liaison	5,214	6,365	1,151
TOTALS	\$294,045	\$342,694	\$ 48,649
F. Influencing the Public and Governmental Education Policy			
1 Public Relations	\$ 39,131	\$ 60,621	\$ 21,490
2 Influencing Governmental Education Policy	56,826	64,904	8,078
TOTALS	\$ 95,957	\$125,525	\$ 29,568
G. Other Programs			
19 Services to Members not provided for in other programs	\$ 76,658	\$ 45,233	\$(31,425)
31 International Assistance	59,892	55,805	(4,087)
64 Status of Women	59,505	69,145	9,640
68 Pre-School Teachers' Assoc.	377	1,833	1,456
TOTALS	\$196,432	\$172,016	\$(24,416)
GRAND TOTALS	\$2,703,240	\$3,429,709	\$726,469

BCTF Financial Statements to June 30, 1975

To the Members,
British Columbia Teachers' Federation

We have examined the balance sheet of the British Columbia Teachers' Federation as at June 30, 1975 and the statements of income and surplus and cash flow for the year then ended. Our examination included a general review of the accounting procedures and such tests of accounting records and other supporting evidence as we considered necessary in the circumstances.

In our opinion the financial statements present fairly the financial position of the Federation as at June 30, 1975 and the results of its operations for the year then ended, in accordance with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Our examination did not include the information relating to the 1975-76 budget, and we do not express any opinion concerning the budget.

Vancouver, B.C.
November 21, 1975

JARRETT, GOULD & ELLIOTT
Chartered Accountants

BALANCE SHEET as at JUNE 30, 1975		LIABILITIES, SPECIAL FUNDS & SURPLUS	
ASSETS			
	1975	1974	
CURRENT ASSETS			
Cash on deposit	\$ 400,120	\$ 25,330	
Accounts receivable — fees	328,185	288,602	
— Salary Indemnity Fund	255,113	205,053	
— other	69,316	45,983	
Inventories at lower of cost or net realizable value	86,565	64,732	
Prepaid expenses	33,089	33,049	
	1,172,388	662,750	
INVESTMENTS at cost			
Bonds (market value \$30,540)	36,000	41,377	
Property & equipment — note 2	208,077	208,077	
	244,077	249,454	
FEDERATION OFFICE BUILDING & EQUIPMENT — notes 3 & 4	1,186,254	1,166,369	
	\$2,602,719	\$2,078,573	
CURRENT LIABILITIES			\$ 100,000
Bank loan			108,447
Accounts payable			4,544
Prepaid short course & other fees			47,327
Provincial Specialist Associations			157,040
			247,054
FUNDS			
Salary Indemnity — Schedule "1"			507,999
Reserve — Schedule "2"			124,015
International Assistance — Schedule "3"			9,122
Other — Schedule "4"			8,820
			649,956
SURPLUS at end of year — Exhibit II			1,795,723
APPROVED ON BEHALF OF THE EXECUTIVE			2,445,679
			1,831,519
			\$2,602,719
			\$2,078,573

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Distribution: All BCTF Members, BCTF Administrative Staff and Supervisors.

NOTES TO FINANCIAL STATEMENTS
JUNE 30, 1975

1. ACCOUNTING POLICIES

- a. Planning programming and budgeting system
In accounting for the matching of expenses against revenues earned the Federation has adopted a system of allocating expenses by purpose of expenditure rather than classifying costs by type of expenditure
- b. Depreciation is calculated on the reducing balance method at the following rates
Federation buildings 2% per annum
Federation furniture & equipment 20% per annum
Federation parking lot improvements 4% per annum

2. INVESTMENTS -- property & equipment

	Cost	Accumulated Depreciation	Net book Value
Property & equipment 1601 West Broadway Land	\$ 76,528		\$ 76,528
Buildings Sixth Avenue Land & buildings	25,114	\$25,114	
	131,549		131,549
Total -- Exhibit I	\$233,191	\$25,114	\$208,077

The current market value of these investment properties is estimated to be in excess of \$900,000.

3. FEDERATION OFFICE BUILDING & EQUIPMENT

Land	\$ 263,496		\$ 263,496
Buildings	1,033,760	\$249,229	784,531
Furniture & equipment	389,032	254,154	134,878
Parking lot improvements	4,994	1,645	3,349
Totals	\$1,691,282	\$505,028	\$1,186,254

4. BUILDING EXPANSION PROGRAM

At a meeting of the Representative Assembly on January 10, 1975 approval in principle was granted for the addition to the present British Columbia Teachers' Federation building of 56,000 gross square feet of office space plus necessary parking facilities. The cost of this program is estimated at \$3,600,000 of which \$26,754 had been expended at June 30, 1975.

5. The British Columbia Teachers' Federation has been cited as joint defendant in an action registered in the Supreme Court by writ issued October 1, 1975. The plaintiff seeks unspecified special and general damages.

STATEMENT OF INCOME & SURPLUS
for the YEAR ended JUNE 30, 1975

	Budget 1976	1975	1974 restated
REVENUE			
Membership fees	\$3,979,000	\$3,124,023	\$2,633,232
Less allocations			
Salary Indemnity Fund		(132,870)	(243,700)
Reserve Fund	(270,000)	(132,870)	
	3,709,000	2,858,283	2,389,532
PROGRAM EXPENDITURES			
Government of the Federation	780,068	572,288	504,337
Management	275,061	201,331	191,696
Administrative & building services	921,662	715,772	615,801
Promotion of educational process	812,677	627,414	566,181
Salaries, income protection & working conditions	342,694	294,045	305,911
Influencing public education policy	125,525	95,957	67,053
Other	172,016	196,433	89,579
	3,429,709	2,703,240	2,340,558
REVENUE IN EXCESS OF PROGRAM EXPENDITURES	279,291	155,043	48,974
SURPLUS at beginning of year	1,795,723	1,640,680	1,591,706
SURPLUS at end of year -- Exhibit I	\$2,075,014	\$1,795,723	\$1,640,680

STATEMENT OF CASH FLOW
for the year ended JUNE 30, 1975

	Budget 1976	1975	1974
SOURCE OF CASH			
Revenue in excess of program expenditures -- Exhibit II	\$ 279,291	\$155,043	\$ 48,974
Non-cash charge -- depreciation	65,150	53,289	50,698
	344,441	208,332	99,672
Redemption of bonds	4,000	5,377	1,805
Net increase in funds		459,117	399,410
Increase in current liabilities other than cash		9,986	15,783
Building expansion program financing	144,000		
	492,441	682,812	516,670
APPLICATION OF CASH			
Purchase of furniture & equipment and improvements to buildings	190,000	46,420	22,361
Repayment of bank loan		100,000	200,000
Building expansion program	144,000	26,754	
Segregation of salary indemnity fund cash	252,886		
Investment of reserve fund cash	124,015		
Increase in current assets other than cash	94,957	134,848	250,395
	805,858	308,022	472,756
INCREASE IN CASH	(313,417)	374,790	43,914
CASH at beginning of year	400,120	25,330	(18,584)
CASH at end of year	\$ 86,703	\$400,120	\$ 25,330

SALARY INDEMNITY FUND
for the YEAR ended JUNE 30, 1975

	1975	1974
ALLOCATION FROM FEES	\$132,870	\$ 243,700
EMPLOYEE SHARE of Unemployment Insurance Premium reductions	414,846	384,277
	547,716	627,977
CLAIMS	224,965	217,023
REVENUE in excess of claims	322,751	410,954
BALANCE at beginning of year	185,248	(225,706)
BALANCE at end of year -- Exhibit I	\$507,999	\$ 185,248

NOTE: The 1975 Annual General Meeting approved significant changes in the funding and claim structure of the Salary Indemnity Fund. Effective September 1, 1975 each member is required to pay 2% of salary (to an annual maximum of \$60) plus the employee's share of the reduced employer contribution to Unemployment Insurance. These sums are allocated, pursuant to Bylaw 16, to the Salary Indemnity Fund, from which such benefits are to be paid as decided by the Executive Committee after actuarial recommendation. The amount of \$414,846 represents the savings in unemployment insurance premiums which are refundable by the school boards to the Salary Indemnity Fund.

RESERVE FUND
for the YEAR ended JUNE 30, 1975

ALLOCATION FROM FEES	\$132,870
COST OF PENSION FUND RECALCULATION	8,855
BALANCE at end of year	\$124,015

INTERNATIONAL ASSISTANCE FUND
for the YEAR ended JUNE 30, 1975

	1975	1974
ALLOCATION OF FEES	\$53,148	\$ 24,370
EXPENDITURES		
Canadian Teachers' Federation -- Project Overseas	30,000	18,000
Teachers of Upper Volta		3,000
Overseas Book Centre	4,000	3,000
Teachers of Thailand		5,000
African Project		3,511
ARSF & WCOTF Workshops	4,000	
Sundry	4,719	6,423
	42,719	38,934
REVENUE IN EXCESS OF EXPENDITURES	10,429	(14,564)
BALANCE at beginning of year	(1,307)	13,257
BALANCE at end of year	\$ 9,122	\$ (1,307)

OTHER FUNDS
for the YEAR ended JUNE 30, 1975

	1975	1974
CHARLESWORTH MEMORIAL FUND	\$3,725	\$3,408
QUALITY EDUCATION FUND	465	465
TEACHER AWARD FUND	2,775	3,025
VIETNAM & CAMBODIA SCHOOL RECONSTRUCTION FUND	1,855	
BALANCE at end of year	\$8,820	\$6,898