

# The Bulletin

## Of the Manitoba Teachers' federation

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### The Bulletin

It is the purpose of the Executive of the Manitoba Teachers' Federation to issue a number of Bulletins explaining phases of the work projected, co-ordinating the efforts being made and keeping the members in touch with what is being done along Association lines. This is especially needful during the formative period. What further steps are to be taken along this line will be considered at the annual meeting of the representatives from the local associations which will be held in Winnipeg next December. The editor in the meantime is E. K. Marshall, Portage la Prairie. He will be grateful for any suggestions or criticisms that might be helpful and is especially anxious to get news items dealing with association work in the various parts of the province. All contributions and communications of this nature should be mailed to the editor.

### Historical.

The Federation is the result of a movement which originated with the teachers who were examining at the Departmental Examinations last July.

For some time it had been felt that a more definite, energetic and united effort among teachers was needed in order to improve the status of the profession. To deal with this matter a committee consisting of W. E. Marsh, Belmont; J. M. Nason, Deloraine; E. K. Marshall, Portage la Prairie; W. J. G. Scott, Roland; and H. W. Huntly, Winnipeg, was appointed. This committee immediately set to work, gathered material, studied the problem from every standpoint and embodied their judgment in a Constitution for a Federation of Teachers' Associations. This was revised in January after further research and consultation with many teachers, and was finally submitted to some four or five hundred members at a meeting held on the evening of April 22nd in Winnipeg. On this occasion the matter was thoroughly threshed out and a final draft adopted at that meeting. The Constitution is being printed separately; copies will be forwarded to members shortly.

### Officers.

The officers appointed at the organization meeting held in

the Industrial Bureau, Winnipeg, on April 22nd, were: President: H. W. Huntly, Winnipeg; Vice-President: Miss B. Stewart, Winnipeg; Secretary: J. M. Nason, Deloraine; Treasurer: W. E. Marsh, Belmont; Executive: J. King, Brandon; H. D. Cumming, Teulon; W. N. Denike, Winnipeg; Miss Yemen, Souris; Miss Moore, Winnipeg; E. K. Marshall, Portage la Prairie.

### **Committees.**

At a meeting of the Executive, held on April 23rd, the following committees were appointed:

Publicity: E. K. Marshall, Portage; W. E. Marsh, Belmont; H. J. Russell, Winnipeg. Educational: E. A. Ross, St. James; Miss B. Stewart, Winnipeg; W. J. G. Scott, Roland. Legislative: W. N. Denike, C. Laidlaw and T. Neelin, of Winnipeg.

### **Procedure Suggested.**

It is highly important that local associations be formed at once. Teachers who wish to organize should communicate with the Executive and every assistance in their power will be given. In case no local association can be formed teachers are urged to join by becoming "unattached members". Forms and other literature may be obtained from either the president or secretary. The Registration Fee of one dollar and annual assessment of two dollars should be forwarded to the secretary.

### **Progress Reported.**

Before the meeting on April 22nd there were about 200 members, at the close of the convention on April 24th there were 600. There are now over 700 members, 10 local associations already formed and affiliated, and many in process of formation.

### **Communications.**

Attention is called to the communications of President Huntly, Secretary Nason and Treasurer Marsh. They appear in this issue. Read them carefully.

### **Encouraging News.**

Words of encouragement are heard on every hand. Nothing succeeds like success. Before the July meeting of Executive we hope to have a strong, progressive campaign in full swing. We sound this note of warning: Much hard work is ahead of us in order to assure the teachers of a successful issue of their plans and a realization of their hopes. The Executive is pledged not to spare itself, and it appeals to the rank and file of the profession for hearty support and steady co-operation. The poet has well sung

There is a tide in the affairs of men  
Which taken at the flood leads on to fortune;  
Omitted, all the voyage of their life  
Is bound in shallows and in miseries.  
On such a full sea are we now afloat,  
And we must take the current when it serves,  
Or lose our ventures.

## Treasurer's Statement

The following is the financial statement of the Federation on May 12th, 1919:

### RECEIPTS

From J. M. Nason, deposited in Bank of Montreal, Winnipeg .....	\$328.00
Capitation Tax .....	2.00
From G. J. Reeve, dep. at Belmont .....	17.00
In hands of J. M. Nason .....	58.41
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	\$405.41

### DISBURSEMENTS

Postage .....	\$ 3.30
Telephones .....	3.75
Books .....	22.65
Treasurer's Bond .....	5.00
Discount .....	.25
Miscellaneous .....	.50
Cash on hand .....	1.10
Balance in Banks .....	368.86
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	\$405.41

(Signed) W. E. MARSH.

## Announcements

1. The Treasurer requests the Secretaries of the various local associations to collect the Two Dollar Capitation Tax as soon as convenient, and send it to the Federation Treasurer, W. E. Marsh Belmont. Members who are not connected with any association please send it direct.

2. Any who may not have received cards of membership may get these by communicating with Mr. Marsh.

## President Huntly's Message

Less than a year ago a few teachers, while reading examination papers in Winnipeg, talked over the advisability of forming a teachers' federation. Little did they think that the time was so opportune, as the increasing number of local organizations seem to show. Today in Winnipeg alone eighty-five per cent. of the six hundred and sixty teachers are in one large organization, while in some rural centres this percentage is exceeded.

Some are inclined to look at this movement with a certain amount of apprehension, realizing that, what is capable of the highest good is also capable of the greatest evil. To such I would like to say that an organized body of workers well educated should occasion no anxiety. The motives of those entering are of the very highest. They feel that in the past teachers have gone on with their work quietly, sacrificing without complaint, with a high sense of duty. Now, the war is over and the period of reconstruction is here, and as they examine the condition of their profession teachers find it to be in a chaotic state.

This organization, then, has risen phoenix-like over night to enable teachers to take a more active part in the profession to which they belong, to grade themselves according to their qualifications and experience; to prevent the profession from being a mere stepping-stone to other "more remunerative" professions; to make it more attractive for the proper kind of candidates to enter; to see that those entering get an adequate training before being admitted; and that a salary adequate for the responsibility and the time spent in preparation is paid, as well as to insure to the rising generation a proper foundation for their future work.

But some may say that all this has been attempted in the past. My reply to these is, have they succeeded? If not, let us try it from another angle. The people of Manitoba seem to realize the importance of education. They frankly confess that if we are to escape the extremes of Russia, Austria and other illiterate countries it is only through a thorough system of education. They are willing to meet us, hence the fault must lie with ourselves. Let us then move cautiously and carefully, but with a firm determination to improve conditions, and success will attend our efforts. In conclusion I may say that this is not the work for a few. Every teacher should be in this organization and should try to do his or her part. Little petty grievances should be cast to one side, for in unity there is strength

H. W. HUNTLY.

## Manitoba Teachers, Attention !

From the Peace Conference has gone forth a challenge to the teaching body of the world. Shall WE accept it ?

The first phrase of the first resolution adopted at the Peace Conference definitely states that the League of Nations exists "to promote co-operation," which is the spirit of the law of progress. For the first time in the history of the world has this great principle, which lies at the very foundation of the world's betterment and progress, been brought into the affairs of the world. It should dominate every well-founded, God-fearing home, every well-ordered school, municipality, province and country. We, as teachers, can do much to make this spirit of co-operation the dynamic of every-day life. What the home fails to do in promoting this spirit, which means service, brotherhood and all that tends to make a Christian atmosphere, the school should supplement.

We have our Federation, but all have not yet joined up with the "colors"; and as our success depends largely on our numbers, we appeal to you to "sign up." In this spirit of mutual trust, fired with the idea of exercising the most potent influence for good in the community, let us accept the challenge.

## Treatment of Professors

No branch of the teaching profession carries greater honor and dignity than does the professorate in our colleges and universities; and yet the salaries paid the men occupying these positions are a mockery. In Winnipeg we have highly talented and thoroughly trained college men receiving salaries less than that received by men in quite ordinary clerical positions. Many of these university men are known far and wide for their scholarship and research work, and yet we pay them as we do unskilled labor, and refuse to recognize the honor they bring to our province and the genuine service they render to society. These things should not continue and MUST not continue.

Whilst the professorate is a highly responsible position, one of signal honor, the remuneration must be such that the public will feel that it is treating its educational experts as it has to treat experts in other walks of life. It is ridiculous for men in public authority to profess interest in educational affairs when they continue to countenance such a state of things over which they have a measure of control. The people are going to be awake first, will ignore these officials and call for really constructive leaders. Administrations which reward their agents who purchase overalls, cheesecloth and baskets more than they do their expert men in Science and English, for example, cannot surely be bidding for the support of the very highest class of citizenship.



We cannot believe that our people are willing that this should continue; rather, they have been unaware of its existence.

## Notes from a Teacher

A League of Teachers, with over one thousand members, has been formed in Minneapolis.

In the course of his annual address, Mr. H. C. Shea, retiring president of the Queensland Teachers' Union, Australia, said: "In Australia we have at present potential, and in some cases real autocracies ruling in educational circles, and this state of things is certainly foreign to the Australian temperament. Therefore, the first step on the path of progress is the setting up of an educational republic."

The Principals' Club of Pittsburg have petitioned the Board of Education for higher salaries. They have also endorsed the movement for increased pay for teachers and clerks in the high and grade schools.

The head of the history department in a Providence high school has resigned on the ground that "the lack of a reasonable and just salary" has obliged him to sell his home and go to another field in order to support his family.

The Superintendent of the Spokane Public Schools says that "courses of study must no longer be made solely by the supervisory corps and handed down to the teachers. Instead, the teachers also must participate in their making. Co-operative endeavors are essential to democracy. Teachers cannot be expected to teach democracy unless they are allowed to live it.

It is against the by-laws of cities to bake bread underground.  
It is against the by-laws of cities to live underground.

The prairies of the West are spacious and building material is plentiful, but—in Canadian cities little children are being taught in basement rooms, and often they sit two in a seat. The city of Winnipeg is not an exception. Months ago a civic committee objected to this condition, but children are still being taught below the ground floor.

Whose is the responsibility ?

# Constructive Work

One of the most progressive of our teachers has drawn up these suggestions for progress along educational lines in Manitoba:

1. The elimination of the present district system and the substitution of a larger unit of administration.
2. That higher standards be maintained in all Normal and other schools for the training of teachers.
3. Greater security of tenure and larger opportunities for doing effective work.

The Deputy Minister and the Principal of the Winnipeg Normal school have for years been making progressive and constructive recommendations along these lines but no sufficient action has been taken. It is safe to say that had the advice of these experts been acted upon Manitoba would now be in the forefront of progress educationally. We must use our influence, acting through all the avenues of citizenship, to secure for these men necessary support.

4. A greatly increased representation for teachers on the Advisory Board.
5. The course of study and the entire school system must be overhauled and reconstructed and in that reconstruction the teachers be consulted as fully as any other class in the community.
6. Free Texts in all public schools. In no other way can there be equality of opportunity.
7. The extension of the Health programme in the schools, manned by enough efficient men and women.
8. The creation of a National Education Department to assist the provinces in the removal of illiteracy and in Canadianizing all immigrants past, present and future.
9. Minimum salaries for all classes of teachers. There is no doubt at all that service is the great thing but why should people be willing to pay for service everywhere else but in the schools and pulpit? Why should Manitoba lag behind Alberta, Winnipeg behind Montreal in the matter of salaries? Why should a conductor on a freight train be higher paid than the man in charge of the training of teachers? Should service be its own reward, can efficient service be continued indefinitely under such conditions?

In conclusion to quote from one of the recognized leaders of educational effort in this province: "The outlook must be broader. The past has emphasized individual attainment. It has put a premium on individual power and furnishings. The future will not ignore these considerations; but it will insist that equal emphasis be placed on moral well being and social co-operation and friendly sympathy, on aesthetic appreciation, on training for production and good citizenship. The realization of these aims is scarcely possible in schools organized, administered and equipped as ours are."

There is no doubt but that many of these suggestions will be realities in the future. Help to make that time soon.

## A Quotation

The Christian Register, one of the most carefully edited papers in America, said this last week: "No one will oppose the unionizing of school-teachers except skinflint school boards. Of all our institutions the public schools deserve the worst possible service for their wicked niggard ways with the instructors. And in some places they get it."

## Staggering ? yes, rather!

Of course the matter of salaries is by no means the only occasion for the existence of the Federation, but it is a main one. How are we to attract capable men and women into the profession if it does not offer an adequate living?

In the "Want Columns" of an American paper there recently appeared the following:

"WANTED—Teacher to teach History, Mathematics, Psychology, and other branches. Salary, \$65 a month."

and immediately below it was this one:

"WANTED—Colored barber, Salary, \$30 a week."

It is not only pitiful: it is humiliating!

## Brevities

Have you joined the Federation?

Have you organized a local association? Is it 100 per cent. Federation? This is your movement for your own immediate interests as well as for your professional interests; get busy and keep busy.

The gospel which places self reliance first and mutual helpfulness a close second will undergird a sound and enduring organization. The two principles are essential.

The principal of one of our larger secondary schools writes the editor in this manner: "I have a staff of splendid teachers, all experienced and exceptionally well-trained; yet the girl in the telephone office gets \$250 more than the best paid of them." This is no isolated case, we venture to think.

It is purposed to issue frequent Bulletins,—just as the need arises. The editor will be glad to get communications and brief articles on phases of our work as teachers,—particularly from the professional point of view.

"Service" and "sacrifice",—these are noble words, precious words in the teacher's vocabulary. Young teachers and old teachers find their hearts warm to them: they help them to bear the strain of the profession, to plan their work with disinterested care. However, they may lose some of their magic. When life becomes for teachers a grim struggle for existence, when business men and politicians with one breath declare ours a noble profession so essential for citizenship, and with the next breath try to beat the teacher's wage to that scarcely equal to the unskilled and untrained, we are tempted to cry a halt to these fine words and ask for action.

We believe every conscientious teacher will be willing to endorse a covenant: it will do us good to take one. A mutual pledge of loyalty one to the other as well as to the best interests of our profession and the boys and girls for whom we labor should knit us more closely together. Such a pledge is being prepared and will be submitted shortly for your judgment.

One of the Collegiate principals told the editor that his salary during the past four years has been increased barely five per cent. And he is one of the most capable men in the province!

A questionnaire is being prepared by the Executive and will be sent out shortly. Watch for it and, when received, fill it out carefully and return it promptly. Much depends on it.

The Executive wishes a Slogan: send us a suggestion.

## Note

The Editor has received considerable material which he has been unable to use in this issue. As it is valuable copy, it is being held over for the next number. Secretary Nason's letter is held up somewhere between Deloraine and Portage, and the other avenues of communication at the present writing are closed to us.

Teachers who change their address this summer should advise the Secretary of their old and new addresses in order to secure the next copy of the Bulletin and other literature which may be sent out.