

NEW BRUNSWICK HIGH SCHOOL TEACHERS' ASSOCIATION.

To all Teachers in the Province of New Brunswick.

GREETING:

There is nothing new under the sun, and even an organization, of and for teachers, is not novel. But, unlike the brook, with the coming and going of teachers these Associations have come into existence, exerted an influence and have decayed. The torpedo — 'non-support,' by name — has foundered many well-launched Associations, and it was not without some fear that a few teachers embarked on an enterprise similar in nature to that attempted a few years ago. A notice of the formation of the New Brunswick High School Teachers' Association appeared in a recent issue of the REVIEW.

At the first regular meeting of the Association the following Constitution was adopted:

1. NAME: The name of this organization shall be "New Brunswick High School Teachers' Association."
2. MEMBERSHIP: All teachers holding Superior or Grammar School licenses are eligible for membership.
3. AIM: The purpose of this Association is to promote the best interests of the teachers of N. B. The following platform has been adopted as primary aims of the Association:
 - (a) Equal salaries from School Boards for male and female teachers.
 - (b) A higher standard for Superior License.
 - (c) An annual increase of salary to a teacher, who remains in a district, until a minimum of one thousand dollars per annum has been reached — this sum to include provincial and local grants.
4. OFFICERS: The officers of this Association shall be President; Vice-President; Secretary-Treasurer. These officers shall be elected biennially, unless they sooner resign or become disqualified.
5. EXECUTIVE: The Executive shall consist of the Officers and one Associate Secretary for each Inspectorate. These are to be appointed biennially unless they sooner resign or become disqualified.
6. Should any vacancy occur in the Executive during its term of office, the remaining members of the Executive are given power to make any appointments.
7. FEE: The membership fee shall be \$1.00 per year to be paid not later than October 1st.
8. MEETINGS: (a) The Association shall meet biennially at the time and place of the Provincial Institute.
 - (b) All members of the Association, teaching in any county, shall meet at the time and place of the County Institute, such meeting to be presided over by the Associate-Secretary of the Inspectoral district or some one duly appointed by the Executive.

(c) The Executive may call a special meeting of the Association at a month's notice.

9. It shall be the duty of the Executive:

(a) To obtain a list of all Superior and Grammar Schools in the province, together with salary paid last teacher. Such list to be available at any time by any member of the Association.

(b) To make such arrangements for advertising and promoting the Association as they deem advisable.

10. No member shall accept a school at a salary lower than that paid to the previous teacher; but any school which provides a regular increase in salary due to experience and time of service in the district shall be excepted.

A few words of explanation may be of interest. It will be noticed that all teachers, holding superior or Grammar School licenses, are eligible for membership, whether such teacher is teaching high school pupils or not. In this practical age, the watchword is "value for value," and a teacher has a right to expect some return for the dollar asked for as membership fee. Any teacher, ambitious enough to prepare the work necessary to pass superior license examinations, will probably carry the same spirit through all her work. It is the aim of the Association to procure lists of the best available positions, and to keep such list for the exclusive use of the Association members. The Executive will procure this information as early as possible from various agencies, that its members may have the advantage, of time, at least, when presenting applications. Section three has been worded in the Constitution so as to include a great scope of work, and sub-sections will be added from time to time.

For teachers doing high school work, certain definite aims have been adopted: Section 3, sub-section (c). We must recognize that one reason why we are not ranked as professional men and women is that we are so unprofessional in our business methods. The detestable practice of under-bidding, far too prevalent even in New Brunswick, may be due to many causes. We would like to think that one reason for this is a lack of knowledge of salary paid previous teacher. This we plan to make unnecessary: (Section 9, sub-section (a)).

If salaries are to be placed on a permanent basis, the teachers must be the agents. Hence we have adopted section 10. But, as it is manifestly fair that an experienced teacher is worth more than an inexperienced one, generally