

**NZASA EXECUTIVE MEETING  
Thorndon Hotel, Wellington  
Sunday 10-11 March 2019**

**Present:** Lesley McCardle, Steve Beck, Kelvin Woodley, Paul Eason, Teresa Lomas, Annie Hughes, John Auld, Debbie Fitzgibbon, Koren Hopoi, Pateriki Toi

**Apologies:** -

1. **MINUTES** of 25th November 2018 as circulated are adopted as a true and correct record.  
Annie/Steve Confirmed

Central North - discussed the split. Koren has received some positive feedback. We would need another Principal and Board rep on Executive. Koren has some difficulty with response to emails. In the first instance we suggest another email and call for nominations via survey. If there are more than one nominations an election via email/google can be held.

## 2. FINANCIAL REPORT

Motion that the finance reports as tabled and discussed as tabled are adopted.  
Steve/Paul Confirmed

Discussed balance sheet for 2018. A sport bill is still to come in.

Teresa to produce a set of financial statements to be ready for conference in August.  
Annie/Debbie Confirmed

### Motion

Set up two different term deposits 2 x \$30,000. 1 for 12 months 1 for 6 months.  
Annie/Teresa confirmed

Just under half of subs have been paid but they are not actually due until 20th March.

## 3. SUCCESSION PLANNING - BOARD ELECTIONS

Debbie, Paul and Annie will be stepping down. Paul may be co-opted back on. We will need to be looking to the regions for board representation. Expressions of interest to be sought by regions.

Formalise a letter re summarising the Board role on the Executive including a link to the website. This letter can then be sent out to all schools. Koren to draft a letter which we can look at to send out to all schools.

Vice-Chairperson - nominations.  
Koren Hopoi - nominated and accepted.

## 3. CONFERENCE 2019

Venue: Intercontinental Hotel, Wellington  
Theme: TBC  
Dates: 21-23 August  
Room Rate \$279 plus breakfast  
Speakers/Workshops:  
Alex MacCreadie - booked for keynote and workshop  
NZSTA - Sonjia Wilson - confirmed but has to get formal permission from NZSTA  
Advance Party: Lesley/Steve

Meeting: Exec meeting in the morning 11ish.  
Registration form can go out.  
Theme: ?  
Inspiration through Collaboration  
Preparing for Change

Short keynotes work well

Requests for more best practice workshops. We could make this more attractive e.g. reduced conference fees.

#### **Ideas / People to Contact**

Minister of Education (Chris Hipkins or if not Tracey Martin OR BOTH)

Lorraine Kerr - Paul to contact

NZSTA - Sonja Wilson (new Board focus)

Property - MoE - Wayne Tacon - confirmed

Media Training for Boards and Principals (Media Training NZ Peter Burdon) 029 200 8555  
[pete@mediatrainingNZ.co.nz](mailto:pete@mediatrainingNZ.co.nz) - confirmed

Google classroom (workshop) - Steve has a possible teacher

Kaila Colbin - Riding the Wave of Change ???

Leon Birnie - working with teenagers. Based Hawkes Bay. ???  
digitalcircus.org.nz - possible workshops - confirmed

Full details are on the 2019 conference outline.

#### **Student Excellence Nominations**

Nomination form available on student award folder. If you want to use it copy it and use it for your own regions.

#### **4. TASK FORCE REVIEW**

There is an opportunity for NZASA to submit on behalf of Area Schools. Review date is 31st March. Steve has drafted some notes in readiness for our submission. Submission to be included in minutes and encourage others to submit. This submission is from the Exec which may not reflect view point of all schools. Individual schools and Boards free to send in their own submission.

See Appendix 1.

#### **5. SALE OF SCHOOL HOUSING (Steve)**

It still needs a policy decision by Cabinet as it involves moving money around. We have drafted a paper for the Minister to consider in March. It covers more than this issue as there are a number of other school housing related issues we are packaging up.

If the Minister wants to progress a change that allows proceeds from the sale of school houses to be reinvested in school houses, a Cabinet paper would follow. However, probably not before late May as financial changes are not permitted in the period leading up to Budget Day.

There is nothing to stop you proceeding with sale for removal now. There is also nothing to stop the Board declaring a house and associated land surplus to your needs now. While I understand there is some risk of starting this approach before we have Cabinet approval, sale including land has to be progressed under the Public Works Act and can take many months to occur.

While I can't guarantee Cabinet approval of a rule change that would allow proceeds to be diverted into your remaining core houses, I think it is more likely than not. Should you want to get the ball rolling on this, a Board resolution gets the process started.

## 6. TEACHERS COUNCIL

Steve has written to Teachers Council around lack of representation for area schools which includes kura and other composite schools. The response from the Teachers Council suggests we contact Chris Hopkins to ask that we have representation as they themselves can't do this because of legislative requirements. Steve has written to Chris around this.

## 7. SPORTS

Area schools nationals 2019 will be held in Rotorua at Western Heights High School and Rotorua Girls High school (indoor facility for the netball)

The dates are Monday 8th July to Thursday 11 July.

The sports are Boys Rugby 15s, Girls netball A & B, boys football 7s, girls football 7s, boys and girls basketball and volleyball, mixed ki o rahi, and golf individual up to 2 players per region.

The cost per player is TBC as venue costs and admin cost are being agreed upon. \$60 per player was last years cost and I would like to keep it as close to this as possible given all the other costs incurred by regions.

We are working closely with sports BOP to make this happen and a logistics hui is planned for week ten this term to finalise draws, referees, selectors, first aid, maps, rams, powhiri etc which will be out early next term.

Regional Manager: [quenten\\_browne@raglanarea.school.nz](mailto:quenten_browne@raglanarea.school.nz) (

## 8. SECTOR REPORTS

There haven't been many sector meetings for the start of the year:

- **National Education Leadership Partnership** - Steve attended this meeting. A draft submission to the task force review completed but not yet released for public viewing as still in draft form. Next meeting 14th May
- **NZEI Principals Council** - Kelvin. Notes via Link on agenda. Discussion around having to close schools for PUM's. Why not have the meeting at 3.00pm? It's up to union rep to organise class cover not the Principal. See Appendix 2.
- **Payroll and I-Ed meetings** - Wednesday next week. Kelvin will be attending both of these meetings. Novopay are trialling some on-line transactions at the moment which looks to be going well. More updates from Kelvin after the next meeting.

## 9. STRATEGIC PLAN

Student Excellence document sitting on drive under Student Awards on drive. Each Principal to send out link to their regions. Updating of the Strategic Plan next meeting. Discussed sharing NZASA resources via a team driver - Lesley and Koren to work on this

## **10. NZEI - Lynda Stuart and Paul Gaulter**

**Negotiations Update** - Working closely with PPTA which has reaped benefits.

Support Staff - NZEI are determined that support staff are seen as a worthy profession. The central funding option would solve many issues. Career pathways is in need of development. Pay rates need to be reviewed. Pay equity negotiations for teacher aides is currently underway. Pay should be delivered through to central funding. Currently NZEI are working on school admin.

Teachers - mediation finished last week with offers out to members. PUMs rolling out next week. Voting to follow the results of which will determine the pathway forward.

Area Schools - follow primary and secondary settlements. The wait for primary and secondary to sort themselves out before area schools are considered is not considered appropriate. NZEI recognises area schools as unique with special needs of their own.

Problem - nothing will come from the MoE until primary and secondary contracts are settled. Discussions around pay parity. A way forward was discussed nearly 20 years ago and nothing much has changed since.

## **Tomorrows Schools - Lynda Stuart**

Concern over time frame. Submissions need to be in by 7th April. Meetings mainly attended by Principals with very few teachers and support staff. The task force have been asked to put on more meetings but there is no room for that to happy with the current deadline. At the same time the Early Learning Strategy is taking place but neither task force work together. Five year contracts have attracted concern in the sector. CoL's some successful and some not so. Discussion around hubs - need to be geographically established so they are easily accessible to schools. Passed on concern about the possibility of employment of staff being managed by hubs. Suspensions/exclusions - distance could be an issue plus an understanding of community context would be lacking.

SenCo role - discussion around how this could be distributed. There are 600 positions to be divided up. There is an idea that the SenCo would be employed by one school and sit on the school SLT team..... If a school wants to retain their current SenCo this may not be able to happen. Schools encouraged to give feedback around the Learning Support Co-Ordinator role.

## APPENDIX 1 - SUBMISSION ON BEHALF OF AREA SCHOOLS

### Tomorrow Schools Taskforce Review - Area School Association Response

- Discussion Document
1. Governance - The Board of Trustees model is not working consistently across the country
    - The Area School Executive is supportive in concept to the option of removing certain responsibilities away from a Board of Trustees. In particular...
      - Principal appointment, but BoT's must remain part of the process and have a final veto around any appointment
      - Property with true and ongoing consultation, input and choice.
    - However, the Area School Executive highlights concerns around the following areas...
      - Questions the proposed hubs ability to effectively support rural and isolated schools due to location and distance constraints. Hubs will need to be geographically accessible and able to meet the needs of the schools on the extremities.
      - That suspensions and exclusion should remain the responsibilities of BoT's and schools however, the Hub's may have expertise that can be called upon as requested.
      - 5-year principal appointments would severely affect the ability of rural schools to attract experienced principals.
      - Boards should retain the role of employer of all staff.
      - Supports the idea of Mana Whenua representation.
      - Concerns that If hubs are responsible for providing parent and student advocacy, this puts them in conflict with the role to support schools and principals.
      - The executive has concerns around where the funds for the hubs will be drawn from and how this could impact on school resourcing.
      - Is a Board any more capable of guiding curriculum and assessment than current governance roles?
  2. Schooling Provision
    - The Area School Executive supports the recommendations made by the taskforce, but has concerns about where the additional funding will come from.
  3. Competition and Choice
    - Area School Executive supports the recommendations in principle.
  4. Disability and Learning Support
    - Although the Area School Executive agrees with recommendations made by the taskforce we see no reason why action cannot be immediately taken in this area and does not need to be tied up with the tomorrow school's review. Especially the immediate provision of a staffing component for the SENCo role.
  5. Teaching
    - The Area School Executive strongly supports raising the quality and profile of the teaching profession.
    - Does not go far enough in support of rural and isolated schools where recruitment of quality teachers is already at crisis point. There is a need to incentivise working in rural areas.

- Raise the quality of teacher training and teacher training to be more strongly integrated with the sector, including more time in the classroom and improved mechanisms for weeding out those not suited to the career.
- Support guaranteeing quality graduates initial employment.
- Supports the principle of secondment and/or promotion between agencies and sees real systemic benefits of this.
- Questions the place, relevance and value of Kahui Ako in the post tomorrows school model.

#### 6. School Leadership

- The Area School Executive fully supports the recommendations and anticipate these will go some distance towards addressing the issues being faced by Principals in Area Schools.
- Highlights the need for this level of leadership development to be properly funded to ensure equitable access.

#### 7. School Resourcing

- The Area School Executive supports the recommendations that look to better address the resourcing of schools across the country and see the disparity in staffing between the primary and secondary sector as a major undermining influence in Area Schools.
- Question how long it will take the journalists and less ethically inclined to work out the equity index and suggest that these formulas and calculations should remain hidden from public use and prohibited from use as a promotional tool.

#### 8. Central Education Agencies

- The Area School Executive strongly supports the idea of a centralised education agency that is less at the influence of changing governments.
- The Area School Executive sees a need for such an agency to better walk alongside schools for long term improvement rather than the current ERO model.
- The Teaching Council must reflect the whole educational sector including Area School Representation - which it currently doesn't.
- The Area School Association does not see any need for the disestablishment of NZQA, but sees a benefit of NZQA being integrated into and aligned within the Ministry of Education.

The Area School Executive welcomes the opportunity for future debate consultation around the review

## APPENDIX 2 - NZEI PRINCIPALS COUNCIL NOTES FROM 8/9 MARCH

NZEI - Rural & Teaching Principals Conference - Nelson - Rutherford Hotel - 29-31 May

Phil O'Reilly - Canberra University - Principal Wellbeing Study

- Starting to do survey in Finland, also teachers being added in NZ
- Increased participation
- Fast and significant increase in work hours year on year (average - 60 hours per week) 48 hours per week was set in 1930 (ILO)
- Australian and NZ working conditions highly similar
- Mental health starts to decline at 32.3 for men and 39.5 hours for men. Massive issue for country - especially because of high female levels in schools.
- **Book:** Dying for a Paycheck by *Jeffrey Pfeffer*
- USA 120 000 deaths per year from over work. Peak time for heart attacks = 9am Monday mornings.
- Heart disease risk for young people - depression for older people.
- Unknown data for Principals.
- Low job control single most important predictor of heart disease. Less control..... more likely heart attack - esp in young people.
- Massive health financial costs. Staff turn over, alcohol, weight gain, family relationships. PTSD etc are the high risk factors.
- Work family conflict is more hazardous to health than passive smoking.
- Four day work week is doable. Paid for five. Productivity improves. Engagement improves. (NZ experiment)
- Taking roles off us (Tomorrow's Schools Review recommendations) will make job control issues worse not better for Principals

### Plenary - Lynda Stuart

- Adern - the year of delivery.
- Pay equity battles.
- Collective Agreement negotiations.
- Learning Support Coordinator roles - shaping job descriptions.
- Major challenges nationwide around learning support shortcomings.
- Demands for more meetings with the task force teams.
- Issue that early learning and tertiary not included in the review - lack of alignment.
- Under resourcing is a major issue.
- Collaboration rather than competition.
- Must be change. Solutions not all of value.
- Varying thoughts around hubs. Right people - right resources. Need community buy in.
- About meeting the needs of all - not just a few.
- Need to slow down and collaborate around the needed changes.
- We all must be part of the conversation.

### Primary Principals/Teachers - negotiation update.

- In mediation now
- Service managers are in play now - technically on strike - 8-5 work to rule.
- Kindergarten collective expires in May. Pay parity struggle. Going to be asked to join NZEI campaign.
- Support Staff agreement - mid year expiry. Pay equity is central issue.

- Area Schools Teachers - expires soon. Joint meeting. Positive meeting between PPTA & NZEI as preparation. Indistinguishable as to whether primary or secondary union. Also to join the campaign. Joint action.
- Mediation - tidying up some loose ends. MoE trying to split groups off from the mediation process.

#### Primary Teachers

- OFFER: 3+3+3%
- 3 year term
- 10 hours per term CRT
- Salary cap removed
- \$500 (gross) lump sum
- Pay parity???
- (Offer 2 = new top steps)
- MoE has said NO to reinstating/maintaining pay parity.

#### Primary Principals

- 3 yr term; U1/2 4.5+4.5+4.4%
- U3 and above 3+3+3%
- Salary structure changes
- CRT U1/2 & FTE funding
- Pay parity??
- \$500 (gross) lump sum

MoE counting on wearing the Union down.

Pay parity is essential to be kept - fought for.

Open for supervision.

Need to focus upon the big picture - keep people focused that way too. Challenge people to look at the whole picture - not just us as an individual.

#### **Saturday**

Big Thought: If these changes are the biggest in thirty years, how are you going to fund them if you can't fund teachers now?

#### **Ten Year Strategic Plan & Tomorrow's Schools Review** Sandie & Virginia

[Early Childhood is not included in the review.](#)

Lack of alignment - e.g. ERO tightening up in one place but eliminating ERO in another.

Regional Offices in one but Hubs in another?

Lack of alignment also with the Vocational Training Review

How do these link? How will silos be broken down if the reviews establish new silos.

#### **Friday 15 March** - deadline for submissions on Early Childhood review. 'Every Child A Taonga'

Strengthen funding.

More public provision.

Bring Early Childhood into the Education Act.

<https://conversation.education.govt.nz/assets/ELSP/Early-Learning-Strategic-10-Year-Plan.pdf>

<https://consultation.education.govt.nz/early-learning-strategic-plan/early-learning-strategic-plan-survey/>

#### **PUM**

Programme being finalised - Primary Teachers/Principals

Need to support our Primary & Secondary colleagues. - What they win will determine what will come to us in our schools.



Many schools in absolute staffing crisis.

Area School Teachers won't be included because collective agreement isn't up for negotiation yet.

Pay Parity is not negotiable. Especially for our area schools.

0800 367877

Emphasise underfunding in education.