

NZASA Executive Meeting

17th November 2015, Airport Motel, Wellington

Present: Trent Allison, Alex MacCreadie, Lesley McCardle, Annie Hughes, Karyn Greg, Jen Rodgers, Grant Burns, Kelvin Woodley, Ringi Smith

Apologies: Rhys Ellison, John Pyle

Discussed question points for the four visitors to the meeting today.

Visitor – Colin Davies NZSTA

Contract Negotiations – Problems arise around Non-contact inequitable release between primary and secondary teachers, higher duties allowance and IES payments. Bargaining is about to commence – Colin advises to send in to him issues which should come via a Board. Colin recommends we come up with a possible solution to any issues raised. Also discuss concerns with Peter Hughes who is coming to this meeting later today. Resistance to change is around resourcing, identifying the unique nature of rural Area Schools as opposed to urban composite schools. Colin advises us to go back to our schools and invite Boards to write directly to Colin Davies and copy in Nick Kirk-Smith. These submissions need to be sent asap and cover the need for equitable resourcing, unified conditions and the recognition of uniqueness of area schools. Jen is to draft up a template letter to be sent out to area schools. An example of a situation in each school would be helpful.

In terms of IES STA are talking with unions around uniformity of conditions but this is all still under negotiation.

Higher duties allowance – maximum is three units when someone is away on leave. There is difficulty in getting someone to step up into a position of responsibility which has a max of three units attached.

EduCanz requirements around registration is going to cause huge problems with relief pool many of whom are retired teachers who have no desire to have to re-train. Few relievers are appraised. Colin recommends writing formally to them with our concerns.

Industrial advisors are spread too thinly especially in the north. There is a team of HR advisors in the regions who are there to hopefully deal with an issue before it becomes a problem.

Jen brought up the three different reimbursements rates for use of cars ranging from 54c per km to 77c per km. It seems the people who earn the least get reimbursement at the lower rate – inequitable. The new rate under the teachers collective has gone from 0.62c to 0.65c per km.

Discussed Executive Offers pay scale and the possibility of it being bulk funded around a formula. Colin advises that Peter Hughes is aware of this issue and the difficulty some schools having in securing a quality administrator and being able to pay the recommended rate. Schools do not get reminded about increments – Colin thought this had been resolved. It's on the radar but remains an issue.

Wayne Tacon – Property – MoE

5YA Alignment Trial – Information available on property updates. Looking for schools to volunteer – preferably regional schools. An isolated school situation would be favourable for the trial also. Application for trial is available on the website. 10YP consultant would be appointed by the MoE for any particular group. First collective meeting possibly in March ready for the 2017 start of year. First step would be to appoint the 10Y Property Planner. For rural schools the two room model would be more useful. For schools utilising corridor space into a classroom will not get penalised as far as square footage is concerned.

MUSAC – Greg Twemloe and Chris O’Donoghue

Greg joined MUSAC July and Chris about 18 months ago. MUSAC has been around since 1989 and has been widely adopted. At one point 80% of market share. Early 2000s SMS competitors came on board. MUSAC remains wholly owned by Massey University. Edge is only true cloud based SMS in NZ. Students exist only once in database so student data and analysis is held in MUSAC database for the entire school life of that child provided each school the child has gone to uses MUSAC Edge. Full analysis of Edge use will be made available shortly to senior management and Principals at school so each school will be able to see exactly how Edge is used in schools.

Cloud library manager will be rolled out in January. Over 1500 schools have used the old MUSAC library system and is now being moved into the cloud. Parents will be able to interact with their child and see what they are reading and have input into their reading. MUSAC is the only SMS product which interacts with library.

Licence fees include discounts for schools who choose to licence for more than one year and also for using the two cloud packages e.g. SMS and Library. Questioned the licence fee for area school. Greg explained area schools complex.

Custom formatting for reporting has been brought in and will be widely available next year. Discussed some of the negative points about MUSAC while the system has been built. Support is being tracked via tickets. Support@musac.io raises a ticket for a job and that will create a job.

Cluster model for area schools e.g. every area school into NZ moved into Edge, opportunity to gather bench marking data to be able to compare schools. If this were feasible MUSAC would recognise this by offering an attractive licensing option.

Peter Hughes

Discussed the EduCanz and the problems around registration requirements for relief teachers. Peter advises they are aware of the situation.

Principal workload is steadily increasing e.g. H&S, Vulnerable Childrens Act etc. The smaller the school the less likely is the prospect of delegation.

Peter as part of the PPTA settlement has agreed to re-look at teacher workload. He is happy to include Principals in this. Only PPTA because NZEI hasn’t been settled yet.

Peter thinks there is a need to look at support staff in the sector. In the clusters there may be opportunities to share staff e.g. financial administrators.

There is about a third of the country in clusters at the moment with lead principals appointed.

Transport review – Peter hasn't been brief on this but will look into it for us.

Higher duties allowance when someone is away and only 3 units can be paid is causing issue because a person acting up isn't able to be paid the full amount for the job. At the moment this is paid for by the school. Peter advises this isn't on the radar at the moment but will look into it especially as the dollar value is small.

Education Act Review – education strategy for a set period of time and be absolutely up front about programme of work, decide on it and put it out to schools so everyone knows what to expect.

RERG – Ringi

They meet four times a year – Ringi recommends we attend twice a year. They now have a facebook page. Generally the group is not moving fast. There is a certain amount of repeat business.

Secondary Principal Council - Alex

Alex attended meeting last week.

SAC not equitable still about to hit news. Kings has 20% on SAC who are doing NCEA.

Teacher Registered Criteria and Teacher Practicing Certificate- Evidence for all twelve criteria for each year so there are at least three pieces of evidence before reissue of practicing certificate. Principal identification will have to be done by another principal not board chair. PPTA members supposed to have registration paid under latest agreement STCA, 2nd November, doesn't apply to principals or our agreement yet. Police vet is slow (at least three weeks), and no extensions without vet. So start early. Non registered 10 day window is being tightened, 10 days from first day teaching, not 10 days in total. Going to be real problems with relievers not fitting criteria, rejections for not enough PD. This is currently a big mess. Send me any issues as both unions are having a crack. Issue of sign off Principal being investigated, inconsistent.

Note: If you are employing fixed term you must state the reason the job is fixed term in the to appointment letter to cover yourself. Otherwise there is an issue in that the job could be deemed permanent. Check PPTA website for guidance. Further, insurance companies are starting to not honour claims as they are of the opinion that the law has been in place long enough and schools should be getting it right.

IES - Real mess in variations as they are different and how they apply to Area Schools is a mess.

PPTA has templates in regards to appointments and Vulnerable Children act. Must start following these.

Health and Safety work bill: lots of scaremongering, Good templates to ensure compliance available on website. All staff should be made aware of health and safety policy. There should be a system in each school to identify hazards and they are attended to.

NZEI Principals Council – Karyn

NZEI Principal Council October 16-17 2015

Project Group: Education is Changing- Schools to Schooling

The education system is changing- what pieces are moving and what are the risks and opportunities for educators?

GERM

Standardisation

Competition

Data based accountability
Choice

Examples:

national standards
PACT
Charter schools
Privatisation
Performance pay
Teach for NZ1 ITE- 6 weeks training
Corporate involvement in ECE
Untrained teachers in ECE

ANTIDOTE

Equity
Personalised learning
Trust and professionalism
Collaboration

Examples:

NZC what's valued, what we need matches industry & society
personalised learning is happening on a small scale, but it's not on a system wide basis
Focus on ECE participation.
Educanz- hope that that evolves
Opportunities with the COLs even outside of education- community hub kind of stuff, health, iwi
Joint Initiative Phase 2

MEDIUM TERM EDUCATION STRATEGY

System wide accountability for outcomes
Developing a 21st Century Schooling system
Data and knowledge sharing
Effective teaching

What is the underlying purpose of the antidote? Why?

The child is at the centre
Quality public education
Students realising their potential- as effective members of a democracy rather than drones

Current & Proposed System Changes

- Super principal
- Schools as operators of ECE centres
- PLD delivered via community of learning
- Special ed support delivered via community of learning
- COL impact on relationships between education unions
- Changes to decile funding
- Review of school and ECE funding
- COL
- Governance changes

What are the opportunities this change provides for teachers/principals/support staff/specialist staff/children?

What are the risks of this change for as above?

What are ways of mitigating those risks?

Given those opportunities and risks you've discussed what is our most desirable position for student learning?

Paul Nees

Communities of Learning

Very poor attendance at recent voting meetings

PUMS- Coming up late October- early November:

Principal and Worksite reps to come to information PUMs about COL and collective update. Really need reps there from every school.

Principals Kit

Probably not such a need for as in the past because there is so much more information out there. Still a need for the industrial stuff though.

Fixed Term Positions

Remains a real concern about how many principals are employing people into fixed term positions illegally. 82% of PRT's start in fixed term positions. Most of these are illegal.

Also a real concern that 35% of teachers leave the profession within their first five years.

Demographics have changed a lot. 45% of PRT's are now 35+

Relationships with Principals around Joint Initiative and COL's.

Concern about the low number of voting on the joint initiative- may have been caused by

- lack of understanding
- disappointment about the things that haven't changed
- doesn't have the flexibility that people were hoping for- achievement challenges are still narrow, the cluster forming requiring the geographic pathway
- professional fatigue

Health and Safety Reform Update

Legalwise Seminar for schools September 2015

PCBU – Person conducting a business or undertaking

For schools this is the Board of Trustees – primary duty of care. They cannot be personally liable but the PCBU can be liable.

There was no decisive conclusion whether the Principal is a member of the PCBU or/and officer appointed by the PCBU as arguably not “appointed” or “elected”. Does not extend to leaders of schools or may be deemed to be officers.

Schools must ensure, so far as is reasonably practicable, the health and safety of:

- - its workers
- - workers influenced or directed by the school
- - other persons are not put at risk by the school's operations.

Schools will also owe duties as manager or controller of:

- a workplace
- fixtures and fittings

Managing Risk:

- must eliminate or minimize risks, not hazards
- reasonably expected to influence and control
-

All PCBUs must work together.

The PCBU may appoint an officer who must exercise care, diligence and skill of a reasonable officer in the same circumstances.

Establishment of an elected Health and Safety committee - compulsory (if your school consists of at least 20 workers).

This is good practice within small schools.

le. Bus company – PCBU. As a school we need to monitor the risk.

Checklist:

- - Foster a positive H and S culture

- - Officers must understand and exercise due diligence obligations – know the organisation, its risks and systems
- - Revise/develop health and safety policies and procedures
- - Ensure appropriate resourcing for H and S
- - Ensure that employees have access to, and use appropriate equipment and plant and are trained for use.
- - Implement a health and safety system that is fit-for-purpose, accessible and complies with best practice.
- - Document all processes and decisions made.

DO NOT PANIC. The ministry will have stuff up on their website by the end of this year to do the checklisting and checking. This will give you plenty of time to have everything in place by April 2016. You do not need to buy into any external group- the stuff coming from the Ministry is of high quality.

There is a good powerpoint on the Ministry website- was also in Peter Hughes bulletin towards the end of Term 3.

Purpose of Education- Project Meeting

- Old education act didn't have a purpose
- Worry at last meeting that the purpose would be to raise achievement which we know is a narrow view of education
- We have a much wider understanding of what we think should be the purpose of education
- This will be put out to consultation next year, so we should be looking at it in the first meeting next year so we are proactive in the consultation phase

PLD

rollover for 2016. Working party to design a model going forward- based on report from PLD advisory group, also advice from a cabinet paper, Focused on building capacity within schools and communities. Accreditation of PLD providers- as individuals not companies or consortiums

Code of Ethics

There is a threat to our right to speak out

We need others groups speaking with us that we need to connect with

We need someone to take Karyn's place on NZEI Principals Council. Jen to take over this role. Karyn to send details on how we nominate Jen to represent NZASA on this group.

Investing in Education Success – Alex

Meetings haven't taken place.

Payroll – Lesley

Meetings once a term but look like they may wind down. EoY has gone well and SoY is about to start. There is a meeting last week of school but Lesley won't be attending this due to workload.

Cross Sector Forum – Alex

There is an approach for all agencies to work across the trail. Education not necessarily to take the lead.

Minutes of previous meeting of 16th and 17th June adopted.

Moved Alex Seconded Grant

Financial update -

Report tabled and discussed.

Moved Trent, Seconded Annie

Sports Tournament

Nothing to report at this stage.

Strategic Plan

Went through the SP. The development of a Board email tree would be useful. Next meeting re-look at the list of representation on sector groups. Alex to be in touch with SOS as John P is no longer a Board member. Slight amendments and everyone to think about a new target goal.

Conference 2016

Crown Plaza Hotel 17-19th August

Sponsors: MUSAC, Mike Woodshop, Fuji Xerox?, Instant, TorqueIP, Advavo

Strengths

Timing
Band
Student Achievers
STA
Food
Banded Workshops
Pitching before breakouts

Weakness

Rushing
Introduction – powhiri – Mauri stone
Best Practice workshops – by region?
Repeated workshops would be good

Speakers

Marcus Akuhata-Brown – Engaging Youth/Leadership - **Alex**

Student Achiever Spot - **Lesley**

STA – HR and Property - **Ringi**

David Galbraith – psychologist – keynote Pathway 1 Foundation based at St Peters, Cambridge **Ringi**

John Parsons – keynote - **Alex**

Brian Ahern – STA HR - **Ringi**

Elaine Hines – STA - **Ringi**

Nicole Williams – STA HR - **Ringi**

Gary Endicott (Moe Christchurch – Disability Facilitator) - **Kelvin**

Maurie Abraham Principal at Hobsonville Point Secondary **Jen**

Dorothy and Russell Burt – **Jen**

Anne Milne – Kiaroha College –Southern Cross

Judge Becroft - **Grant**

Steve Beck – **Jen**

Minister - **Alex**

Other:

Invite Minister or someone similar to evening dinner?

No pre-registration of workshops

AOG Stand at conference

Theme:

Classroom innovations?

Visitor Rebecca Batten – AoG Contracts

Contracts designed to cater for government agencies to get the best prices for commonly used products. Four new contracts this year e.g. vehicles, print contract, office supplies.

The new **office supplies contract** has been designed with schools in mind. There are five categories within the office supply contract one of which is mandatory. Four other categories which are not compulsory. There are more providers now. You can change supplier within each category twice within the life of the contract. Each supplier has an online portal where you can view pricing. Optional category is cleaning and hygiene consumables. Full art room supplies now available.

IT Hardware contract – been in place since September including Noel Leeming, Cyclone, Dell, HP, Spark, Laptop Company. You can also lease under this contract.

Print Technology – photocopiers – Konica Minolta, Fuji Xerox, Canon and Ricoh. You can ask supplier to be transferred over to AOG.

Motor Vehicles – significant discounts for new vehicles.

Electricity – Mercury, Meridian, Genesis and Trust Power.

Feedback is the initial process seems complicated and time consuming. Each contract has a separate memorandum of understanding.

www.procurement.govt.nz – school tab. There is a person available to help schools through the process. Jan Barnett is the school person and is based in Hamilton.

Education Act

Discussed Education Act. Alex to formulate notes to make a submission on behalf of Area Schools. Alex to put together draft submission and send out for further input or amendment.

Next meeting Monday 14th March. Fly on Sunday – stay at the Airport Motel but meet at the airport.

Flights:

Jen middle of day Sunday

Annie middle to end of day Hokitika later afternoon

Grant, Lesley, Ringi 9.45am

Kelvin – morning of

Alex – do his own flightg

Rhys?