

MINUTES OF THE NASDAP EXECUTIVE MEETING

HELD AT RONGOTAI COLLEGE

FRIDAY 23 MAY 2003 , 9.30am – 3.30pm

PRESENT: Carol Craymer, Roy Fletcher, Stephen Hensman, Leslie Jamieson, Phil Keenan, Sheryll Offner, Lynlee Smith, Annette Taylor, Jenny Thomas, Allan Webb, Joyce Whyman

MINUTES OF PREVIOUS MEETING:

Motion: That the minutes of the previous meeting be accepted as a true and accurate record. Moved: Carol Seconded: Lynlee Carried

MATTERS ARISING:

- Folder of key points for conference preparation not yet developed. Will have it done by the time of the Christchurch conference and it will then be handed on. Jenny will talk to Shona re: getting cost covered and typing done for her.
- Letterhead - covered in General Business
- Next NASDAP executive meeting will be 10.00am August 5, 2003 and will be at the Rydges Hotel, Christchurch .
- Any cost that needs reimbursement before conference, be in touch with Annette. Return fare, accommodation for one night to be reimbursed by NASDAP

CORRESPONDENCE INWARDS:

- Karyn Van Rooyen – response to Leslie’s letter re: G3 status
- John Huston – Letter outlining acting principal allowances. Can get the full salary after 14 days. Base plus supplementary.

CORRESPONDENCE OUTWARDS:

- Carol did make some alterations before the G-3 letter Stephen drafted went out due to feedback from a number of committee members. Copy on web.

GENERAL BUSINESS:

1. Opening Remarks

Aim for this year to improve the profile of the organisation.

2. List of People to be targeted when our letters go out

Brainstorm:

- Politicians - Helen Clark, Trevor Mallard, Marion Hobbs, Steve Maharey, Nick Smith, Individual MPs in own districts

- Ministry Types - Howard Fancy, Rob McIntosh, Elizabeth Eppel, Karen Van Rooyen, Chris France
- Russell Trethewey –Principals Council
- SPANZ – Paul Ferris
- Principal’s Federation
- People in University who have an interest in education – Wayne Edwards, Raewyn Dalziel – Vice Chancellor Auckland University
- PPTA – Angela Roberts regional rep for Taranaki region on executive and is prepared to take NASDAP issues to them on our behalf.
- Colleges of Education – Directors of Secondary Education
- Margaret Korvalis
- Publications – Eduvac, Gazette, Principals’ Today, Ed Review, Education Today, The Listener
- Lobbying our own local newspapers – articles for Feature section in NZ Herald for example
- SPAC

3. Letterhead

The need to develop a suitable letterhead for the association correspondence was discussed at some length. Brainstorm:

- Keep it generic. Representing over 90% of secondary schools
- Want to make people realise that this is a national organisation
- Watermark
- Letterhead needs to convey the size of our membership, a logo of some sort, recognition that this is a professional organisation
- All communications would then go out under letterhead.
- Sheryl will take responsibility for getting a design done, through her contacts. Will send around the group for comment

4. Survey Results

Roy reported that the deadline for return of forms is the end of this month. Have over 400 returns back to date, from a huge range of schools.

Things emerging at this stage :

- Large number of very large schools
- Those surveyed have very variable teaching responsibilities
- Is going to be a very large job to process
- Might want to get in touch with Massey, cheap rates to process data

5. The Web-Site

Allan talked the group through the web page and brought it up for the group to see.

Sections Include: All the newsletters for the last few years, Conferences, Constitution, Executive minutes, Regional groups, Discussion group – not working as well as it should at the moment, Letters sent out from the association.

- Good to have it. Good to have a look. Need to direct our own local groups to this site.
- If we are going to make our association stronger we have to be public and up front, this is one way to achieve that.
- Data base of AP/DPs should also collect e-mail addresses so that executive members have another means of contacting the people they are supposed to be representing.
- People that it may be useful to invite to executive meeting. Ian Munroe – particular focus on IT systems in schools. Consultative person (refer Jenny)
- Hyper links – Allan can already send to 90% schools tagged for DP and AP. Allan will do a zap and see what kind of response he gets and see if we can get a system set up to make contact possible. Allan will give us a user group. Cross reference against red book. Moved: That Allan be authorized to charge for secretarial help to do this should he need to. Carried
- Thanks to Allan for all the work he has done on the web site to date.

6. Secondary Teacher Remuneration Survey

Group spent some time discussing this survey and what possible course of action the executive should take:

- Encouraged to make individual submissions. Survey has gone to PPTA branches. Everyone can make a response.

- Some discussion of auditors looking at fringe benefits and how that attracts tax
- Increase in dollar value payment for MUs – up to \$5000. A substantial increase not just a token one. At least doubling. Only way for teachers to really see a career pathway
- Reimbursement of legitimate expenses for senior managers – eg telephone
- About AP/DP wanting to get back into the contract as named group. Have lost visibility, because don't exist as a group. This group is not being consulted, because it is not recognized. Faceless mass at the moment. No real recognition of the role we play. Previous survey through SPAC showed that over 90% of those surveyed wanted to be back in the contract.
- We need to show that there is a shortage of applicants for management positions. Absolute dearth of high quality people seeking promotion
- Huge gap between the principal and the rest of the staff
- Time allocation is also extremely important – some AP/DP teaching far too many hours to be able to effectively do their jobs – especially in small schools. 25% schools in NZ are under 400 pupils. Can't put a rule in the contract and then slavishly enforce it and say it's fair to everyone.
- Guaranteed minimums – don't let an AP job be advertised for 2 units. (as in the latest Gazette) Undermines the whole job.
- Provisions for non-contact in the last salary round had no impact on senior managers and needed to. This issue needs to be resolved NOW
- Schools should not have to solve their own staffing problems through foreign fee paying students – this is wrong.
- Carol will write to the Ministerial task force on behalf to NASDAP
- Stephen to attempt to access figures from the Ministry on number of HoD, AP and DP jobs that are not getting filled, or even attracting applicants.
- Write to the Minister, Howard Fancy, Helen Clark, Margaret Baisley (State Services) policy and research division
- We are not recognized. We need to find the way to ensure that when the Ministry do anything that impacts on teaching they consult this

group as well. How do we make sure that we are on that list? Every letter we write we need to keep bringing that out.

- The profession is in crisis – where are the teachers going to come from?

Recommendations :

- Substantial increase in dollar value of management units. Rationale behind that is “succession” - people are not taking the jobs – no applications
- Review of the time for acting principal allowance. Delete 14 day stand down so there is zero tolerance. Doing the job for a day you get paid for the day – the delegation clause
- Get a letter to PPTA drafted outlining what NASDAP want and Allan will take it to SPAC - Two key issues: 1st of status and 2nd of the unit structure itself

7. Conference - AGM

Discussion concerning items and things that we want to address at Conference AGM? What are our strategic issues for the next year?

- Salary
- Recognition – we exist and need to be consulted on things that matter to us.
- Inclusive/exclusive nature of the naming of our positions at the moment ie AP/DP
- Awareness raising issue. We need to have every member from the conference going out saying this is what we are going to focus on. Lift our profile among our own people.
- Need to put something together, looking at our objectives. Jenny will set up a template and get it to us for our input and then this will form the basis of our meeting in Christchurch 5 August and then be presented to conference at AGM.
- Report on the last year needs to be completed, financial report from Annette, strategic plan, general business

8. Phil Smith – PPTA President and Trevor Bleakley

Opportunity for Phil and Trevor to express where PPTA is at this stage. Points raised:

- Better position with the government, definite engagement with government, NZQA, Ministry. Feeling expressed by Phil Smith that government has finally come to the conclusion it can't shut teachers out of the debate.
- Problems of schools complying with non-contact requirements. PPTA lobbying to get steps back in. Regional seminars being run to put together a range of models to show how schools can deliver. Innovative ways eg Edgewater College – different structured day, removed reading time, fundamentally restructured their day, long interval, shortened lunch, started earlier, finished later, different finish times different days etc. Trying to avoid

having schools reinvent the wheel. Policy around timetabling is what is going to be more important.

- Schools have had PPTA advice about non-contact and timetabling since September last year. Road show meetings need to happen within the next month.
- At the moment the non-contact provision is in the contract in a very raw way to go with every teacher, but as this becomes refined then will need to look at HoD role and non-contact allowances for HoD responsibilities.
- Balloting people about NCEA Level 3 – currently PPTA position is that there will be no Level 3 until 2006. Government's position is that it will apply as of 2004. Believes members' position has changed so need to be balloted within the next month.
- Need more targeted PD for NCEA implementation - Biology, Technology, Physics are in some stress at the moment. Other areas committee members identified: Information Management, Computers
- Downloading from the web and real problems being identified – exemplars and tasks that are being sent back as being not up to standard, which have been directly downloaded. Qualification was sold to the sector because of the whole lot of resources that surrounded it, but they are not actually there.
- Range of issues with range of agencies and the agencies are not interfacing very well. Ministry very hierarchical and only see themselves interfacing with Principals.
- The Qualifications audit is about to be a real issue. NZEI Judge Goddard decision that G1 enrolling in ...will get G2...
- Don't use the primary sector as an excuse for not solving secondary problems – problems we are facing are because of entrenchment.
- Give us more support people and you will be giving all teachers more time.
- Expression of how enormously frustrating it is to deal with ministers and the ministry. We need to continue to engage in rational debate. People are getting heartily sick of political posturing.
- Teachers Council in melt down at the moment. Currently something like 9000 teachers unregistered at the moment

Issues raised by Executive for PPTA consideration:

- Consultation group that advises NCEA – Principal's know zip-all about NCEA – DP/APs are the ones who need to be consulted. HoDs know about their subject, AP/DPs have the overview, and teach as well.
- Career path remuneration structure, and suggestion that senior managers are not teachers.
- Industrial issues, and also forward looking at the future of secondary teaching in NZ.
- Raised the issues already identified in previous discussion around the Secondary remuneration survey.
- SPAC meetings chopped, due to costs, but at the very time senior managers needed, and wanted, to be consulted

FURTHER GENERAL BUSINESS:

1. Money Matters

Annette tabled the Financial report. Motion: That \$20,000 be added to term deposit.

Moved: Annette Seconded: Allan Carried

2. Discipline

Taking kids from another school where they have been excluded. Enrolled in the Correspondence school and therefore they need to be accepted? Technically not under exclusion. Only accept when the Ministry directs. “ADHD kid not allowed to be stood down, because has special needs.” This is according to father claiming human rights issue – lack of recognition of son’s special need. The school is now pouring extra resources into having to defend its position. Any advice?

3. Residential Institutions

Students unsuitable for conventional schooling, activities centre. Won’t be taken by community high schools, don’t fit the alternative education requirements, correspondence is not an option – what else is there for them? Stephen will do some investigation of the problem and report back to this group. To be included in the newsletter.

4. Drugs and Well Trust

Funding for support in schools for supporting students with drug issues. Northland - Might be community health – Iwi – but no co-ordinated help. Marlborough outside agencies, come out to schools. Jenny spoke of extensive support in the Wellington region. Government funding is being stopped – major implications for support in this region. Not a service that is operating widely across the country. The big picture shows that we all have different support. Useful to have someone to do some research and start the discussion. Jenny to talk to Well Trust and explore the idea of giving a paper on the services available to schools around the country. Need to look at the wider issues.

Funding prevention as well as punishment.

5. Newsletter

Want the executive members to each get their own copy of the newsletter. Also send copies of the newsletter to other agencies. Executive to forward names to Allan

Next one out for the end of the term – week 9. (deadline date Friday, 20 June)

Areas of Responsibility - Stephen – residential institutions, Roy – survey comment

Carol – Letter salary remuneration taskforce, SPAC – minutes, Christchurch Conference, Regional, Annette Professional Review, Phil to check with Woolfe Fisher recipients for an article, Ivan Snook – Annette to check

6. Meeting Place

Need to look at a different venue for Executive meetings in order to upgrade profile. Some discussion ensued. Taxis to and fro, difficulty of catering. Annette will do a cost analysis. Will not be an issue for next meeting, but to be resolved for further meetings.

Meeting closed at 3.15pm

Next Meeting: 10.00am , 5 August, Rydges Hotel, Christchurch