

## Annual Meeting

*NZEI Branch News 2009/14  
To: All Branches and District Councils*

## ANNUAL MEETING 2009

- **Resolutions to Amend or Repeal the Rules of the NZEI Te Riu Roa (Inc)**
- **Resolutions to Amend NZEI Te Riu Roa Policy**

*July 2008*

### KEY POINTS:

- The attached recommendations and resolutions have been received from Branches and the National Executive.
- The resolutions are referenced to corresponding sections of the 2009 Policy Document or NZEI Te Riu Roa Rules.
- Please note that Reports to Annual Meeting are planned for distribution to branches and district councils (with sufficient copies for Annual Meeting attendees) by early August. In the meantime reports will be progressively added to NZEI's website at [www.nzei.org.nz](http://www.nzei.org.nz).
- It should be noted that those reports will contain resolutions for discussion and debate by Annual Meeting 2009.
- As for previous years, the National President has convened a group of members to provide advice on the wording and argument as presented.

### ACTION:

Branch Secretaries:

- Encourage wide discussion among members of reports, recommendations and resolutions to Annual Meeting.
- Provide suitable forums for determining branch and district council opinion on the issues for Annual Meeting decision.
- Clearly articulate branch/district council opinion to Annual Meeting representatives.

### ENQUIRIES:

- Please direct any enquiries about this NZEI Branch News to Darrell Ward, Assistant Secretary – Administration & Membership Services, at [darrell.ward@nzei.org.nz](mailto:darrell.ward@nzei.org.nz).
- This NZEI Branch News has been emailed to all Branch and District Council Secretaries. It is also available on the NZEI website at [www.nzei.org.nz](http://www.nzei.org.nz).

*Page 1 of 25  
Files: 005.03; 005.04*

# RECOMMENDATIONS FROM REPORTS TO ANNUAL MEETING

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Reports to Annual Meeting 2009 contain recommendations. These are listed below.

## **STRENGTHING OUR UNION FOR THE 21<sup>ST</sup> CENTURY (Organisational Review Report)**

That the report “Strengthening our Union for the 21st Century” be received

1. That action be taken to implement the following change proposal:  
CHANGE 1: Greater accountability: linking activity to funding - Branches and district councils will be required to furnish a plan in order for funding to be made available.
2. That action be taken to implement the following change proposal:  
CHANGE 2: How we come together: Biennial National and Regional Meetings the disestablishment of Annual Meeting and the establishment of a Biennial National Meeting.
3. That action be taken to implement the following change proposal:  
CHANGE 3: How we operate at local level: transform District Councils into Area Councils by disestablishing District Councils and from 2010 replacing them with Area Councils.
4. That action be taken to implement the following change proposal:  
CHANGE 4: How we govern ourselves: the size and composition of the National Executive. From 2010 the National Executive shall be 14 members as follows:
  - four representatives from the general membership
  - four sector representatives
  - three Presidents - Vice, Current, Immediate Past
  - three Te Reo Areare representatives.

That the report “Strengthening our Union for the 21st Century” be adopted.

## **SUBSCRIPTIONS AND RESOURCES (Financial Report Part B)**

- 1 That the threshold at which the full subscription becomes payable from 1st January 2010 remains at \$37,000 gross earnings per annum.
- 2 That the minimum fortnightly subscription payable by any full member be \$2.00.
- 3 That for 2010 the maximum fortnightly subscription be \$20.77
- 4 That for 2010 the minimum subscription of \$2.00 per fortnight be paid by those full members earning less than \$354.79 gross per fortnight.
- 5 That for 2010 those full members earning more than \$354.79 gross but less than \$709.59 gross per fortnight pay a subscription of \$5.19 per fortnight – one quarter of the full fortnightly subscription.
- 6 That for 2010 those full members earning more than \$709.59 gross but less than \$1064.38 gross per fortnight pay a subscription of \$10.39 per fortnight – one half of the full fortnightly subscription.
- 7 That for 2010 those full members earning more than \$1064.38 gross but less than \$1419.18 gross per fortnight pay a subscription of \$15.58 per fortnight – three quarters of the full fortnightly subscription.
- 8 That for 2010 those full members earning more than \$1419.18 gross per fortnight pay a subscription of \$20.77 per fortnight.
- 9 That for 2010 those support staff members not receiving 26 regular pays, and who elect to pay their subscriptions by a method other than payroll deduction, shall have their projected earnings annualised for the purposes of determining their fortnightly subscription.
- 10 That for 2010 the annual subscription for honorary members be \$20 per annum;
- 11 That the annual subscription for student teacher membership be \$5 per annum.

# RESOLUTIONS TO AMEND OR REPEAL THE RULES OF THE NEW ZEALAND EDUCATIONAL INSTITUTE NZEI TE RIU ROA (INC)

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**SECTION A:** *Rule changes proposed by the Organisational Review Report “Strengthening our Union for the 21st Century”*

The following Resolutions to amend or repeal the Rules of NZEI Te Riu Roa all relate to the first proposal of the Organisational Review Report “Strengthening Our Union for the 21<sup>st</sup> Century”.

The first proposal is related to accountability for NZEI funding to Branches and District Councils.

## **3.4.17 Annual Statement of Membership for Branch Share of Subscriptions**

- A** That rule 3.4.17.1 be amended by the deletion of “30th September”, and the insertion of “30th August” after the words “...the number of members as at...”

**Arguments:**

*This Rule change is required in order to bring forward the date on which the Roll is calculated. The effect would be that Branches and District Councils would go to Annual Meeting (Biennial National Meeting / Regional Biennial Meeting) with a knowledge of funding for the following year.*

National Executive

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## **3.5.8 Annual Return of Financial Statements**

- B** That the heading: “3.5.8 Annual Return of Financial Statements” be amended to read:

### **3.5.8 Annual Return of Financial Statements – Branches and District Councils**

**Arguments:**

*This change extends the current requirement for compliance to Branches.*

National Executive

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## **3.5.8 Annual Return of Financial Statements**

- C** That rule 3.5.8.1 be amended by the insertion of the words “Branch and” between the words “each” and “District” in 3.5.8.1

**Arguments:**

*This change extends the current requirement for compliance to Branches.*

National Executive

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### 3.5.8 Annual Return of Financial Statements

**D** That the current rule 3.5.8.1 (b) be deleted, with a new rule 3.5.8.1(b) inserted to read:

Before 31 January each year, a copy of bank statements showing bank account and/or investment balances as at 31 December the previous year, together with details of any unpaid accounts and/or unrepresented cheques at the same date.

**Arguments:**

*This Rule change puts in place an administrative requirement for Branches and District Councils to forward copies of Bank Statements to enable National Office to determine the funding eligibility for individual Branches and District Councils.*

National Executive

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### 6.7 Financial Grants to Branches and District Councils

**E** That the current rule 6.7.1 be deleted and replaced with a new rule 6.7.1 reading:

6.7.1 The National Secretary shall pay to each branch and district council a share of the subscription collected from each member on that branch's or district council's roll at the 30th August in any year. Such payments shall be made annually, or at some shorter interval as may be determined by the National Executive, subject to the following limitations:

- (i) grants to branches and district councils shall not be paid in the current financial year unless audited accounts from the previous year have been received at national office;
- (ii) grants to branches and district councils shall not be paid in the current financial year unless a costed Activity Plan has been approved by the appropriate district council (for branches) or the national executive (for district councils).
- (iii) grants to branches and district councils shall only be paid in the current financial year when either:
  - (a) total net funds held by a branch/district council at the end of the previous financial year, when expressed as a percentage of the forecasted funding entitlement for the current financial year, are equal to or less than the funding threshold percentage determined by the National Executive; or
  - (b) total net funds held by a branch/district council during the current financial year become equal to or less than the funding threshold percentage determined by the National Executive.

**Arguments:**

*This Rule change formalises the requirement for branches to submit an activity plan to their district council and limits the payment of funding grants to those branches with reserve funds equal to or less than a specific percentage of the total annual funding entitlement of that branch or district council.*

National Executive

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### 6.7 Financial Grants to Branches and District Councils

**F** That rule 6.7.3 be amended by the deletion of "30th September" in 6.7.3 (i), and the insertion of "30th August" after the words "...on the branch roll at..."

**Arguments:**

*This Rule change is required in order to bring forward the date on which the Roll is calculated. The effect would be that Branches and District Councils would go to Annual Meeting (Biennial National Meeting / Regional Biennial Meeting) with a knowledge of funding for the following year.*

National Executive

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## **6.7 Financial Grants to Branches and District Councils**

**G** That the following rules be deleted:

6.7.4 Branches and district councils should endeavour to utilise their grants in the year that these are provided, however, branches may retain funds for the purpose of specific projects properly accounted for and contingencies provided that the total of such funds does not exceed (1) year's grant as set out in Sections 6.7.1 to 6.7.3 of these Rules with the exception of reserves held prior to 31 December 1998.

6.7.5 That all other funds held by the branch and district council at the end of the year, aside from those provided for under Section 6.7.4 of these Rules be returned to the National Secretary, with the exception of reserves held prior to 31 December 1998.

### ***Arguments:***

*Argument: 6.7.4 and 6.7.5 will become redundant if the proposed 6.7.1 is adopted.*

National Executive

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## **6.7 Financial Grants to Branches and District Councils**

**H** That a new rule 6.7.4 be inserted

6.7.4 Funding Threshold Percentage

In order to maximise the use of available funds, the National Executive shall, no later than 30 days prior to the end of the financial year, set a funding threshold percentage rate for the following financial year.

The funding threshold percentage rate will, at the commencement of each financial year, be compared with total net funds held by each branch/district council at the end of the previous financial year, expressed as a percentage of that branch's or district council's funding entitlement amount for the new financial year.

### ***Arguments:***

*This proposed Rule change allows the National Executive to set a funding threshold percentage rate for the following year.*

National Executive

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## **6.7 Financial Grants to Branches and District Councils**

**I** That rule 6.7.6(i) be amended by the deletion of "30th September" and its replacement with "30th August".

### ***Arguments:***

*Subject to the limitations set out in 6.7.1, this proposed Rule change aligns District Councils' processes with those of Branches.*

National Executive

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## **6.7 Financial Grants to Branches and District Councils**

**J** That the following rules be deleted:

6.7.8 District Councils should endeavour to utilise their grants in the year that these are provided, however District Councils may retain funds for the purposes of specific projects properly accounted for and contingencies provided that the total of such funds does not exceed the total one (1) year's grant as set out in Section 6.7.4 of these Rules with the exception of reserves held prior to 31 December 1997.

6.7.9 That all other funds held by the District Council at the end of a year, aside from those provided for under 6.7.6 of these Rules be returned to the National Secretary, with the exception of reserves held prior to 31st December 1997.

### ***Arguments:***

*6.7.8 and 6.7.9 will become redundant if the proposed 6.7.4 is adopted.*

National Executive

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**The following Resolutions to amend or repeal the Rules of NZEI Te Riu Roa all relate to the second proposal of the Organisational Review Report “Strengthening Our Union for the 21<sup>st</sup> Century”.**

**The second proposal is related to the intended move from a National Annual Meeting to a National Biennial Meeting with Regional Meetings being held in the alternate years.**

### **Meetings of the Institute**

- K** That Rule 5.1.1 be amended by the addition of the following words before the statement “A meeting of the Institute shall consist ....”:

A meeting of the Institute shall be held every two years and throughout these Rules shall be referred to as the Biennial National Meeting.

**Arguments:**

*The Organisational Review has recommended that the meeting of the Institute be held every two years instead of annually as is now the case.*

National Executive

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- L** That all references to the Annual Meeting of the Institute within the Rules be replaced with ‘Biennial National Meeting’

**Arguments:**

*This is a consequential amendment subject to the adoption of the proposed amendment to Rule 5.1.1.*

National Executive

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### **Functions of National Executive**

- M** That Rule 3.2.4.1 (a) be amended by the addition of the words ‘and to ensure that the Institute complies with all statutory requirements’ to read:

- (a) To act for and on behalf of the Institute when it is not in session by directing the policy of the Institute and to ensure that the Institute complies with all statutory requirements

**Arguments:**

*Makes clear that statutory compliance is part the governance of the Institute.*

National Executive

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- N** That Rule 3.2.4.1 (b) be amended by the inclusion of the words ‘venue and maximum attendance’ to read:

- (b) To fix, subject to these Rules, the date, venue and maximum attendance of the Biennial National Meeting of the Institute and order of business of the Biennial National Meeting;

**Arguments:**

*The continued growth in membership has had a consequential effect on the numbers of representatives attending Annual Meeting. This has already resulted in Observers being relocated to the gallery at the Wellington Town Hall and it is becoming increasingly difficult to provide seating for representatives and host an effective meeting. Until now the venue of the following year’s Annual Meeting has been announced to Annual Meeting. This announcement cannot take any account of subsequent membership growth and prevents National Executive from seeking an alternative venue.*

*For Health and Safety reasons event venues impose limits on the numbers of people who can be seated in any given configuration. Enabling National Executive to fix the maximum attendance at a meeting of the Institute rather than it being based upon an open ended formula will maintain compliance with requirements imposed by the venue.*

*With the World of Wearable Arts Festival now on in Wellington at the same time as Annual Meeting there is competition for venues and hotel accommodation. This is already putting upward pressure on pricing and could make forward bookings for two years hence risky or impossible.*

National Executive

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**O** That Rule 3.2.4.1 (g) be amended by substituting the word ‘biennially’ for ‘annually’ to read:

- (g) To administer and control all financial matters of the Institute and to submit financial statements which shall be audited by a chartered accountant in public practice who shall be biennially elected by the Institute for the purpose;

**Arguments:**

*This amendment shall be required if Annual Meeting agrees to Biennial National Meetings.*

National Executive

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**Composition of Meeting**

**P** That Rule 5.1.1(b) be deleted and be replaced by the following:

- (b) Representatives elected by branches in accordance with 3.4.28 of these Rules. Representatives must be registered to be entitled to speak and vote and substitutes may be registered in the event that any representative is unable to continue to represent a branch.

**Arguments:**

*This is a consequential amendment as a result of the amendment to Rule 3.2.4.1 (b) and replaces the word ‘appointed’ with ‘elected’ to reflect the actual requirements of the rules.*

National Executive

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**Q** That Rule 5.1.2 be deleted.

**Arguments:**

*This is actually a repetition of the provisions of Rule 3.4.29*

National Executive

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**Annual Statement of Membership Representation to Annual Meeting**

**R** That Rule 3.4.18 be amended to read:

3.4.18 Representation to Biennial National Meeting

**Arguments:**

*Reflects the change to a Biennial National Meeting and that notification to branches will no longer be an annual requirement.*

National Executive

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**S** That Rule 3.4.18.1 be deleted and replaced with:

3.4.18.1 Every branch and district council shall be entitled to send representatives to a Biennial National Meeting. Having regard for the venue; the maximum number of representatives and official observers invited to attend a Biennial National Meeting shall be determined by National Executive.

**Arguments:**

*Establishes the right of every branch, aronui tomua, komiti pasefika and district council to representation at a Biennial National Meeting.*

National Executive

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**T** That the existing Rule 3.4.18.2 be renumbered 3.4.18.3 and a new Rule 3.4.18.2 be substituted as follows:

3.4.18.2 The National Secretary shall notify the secretary of each branch of the number of representatives and official observers each branch shall be entitled to send to a Biennial National Meeting. Each branch representative entitlement shall be determined based on their proportion of the total membership as determined by National Executive. The date at which the branch roll will be calculated for this purpose will be a date to be advised by the National Executive.

**Arguments:**

*This is a rewording of the existing Rule 3.4.18.1 required as a result of the change to Biennial National Meetings and the proposed amendments concerning the determination of maximum attendance.*

National Executive

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**3.4.29 Representatives to Special Meetings**

**U** That Rule 3.4.29.1 be amended by the insertion of ‘subject to any restrictions imposed by the venue,’ after ‘Institute,’ but before ‘the branch’ in the first sentence to read:

3.4.29.1 In the event of a Special Meeting of the Institute, subject to any restrictions imposed by the venue, the branch shall be entitled to send the same number of representatives as it was entitled to send to the previous Biennial National Meeting of the Institute. The branch shall either confirm its currently elected representatives to the Biennial National Meeting of the Institute as representatives to any Special Meeting of the Institute held between elections of such representatives, or, if an election is required shall determine its representation either by postal ballot or election at a general meeting of the branch in accordance with the procedures set out respectively in Sections 3.4.26 and 3.4.27 of these Rules.

**Arguments:**

*As with the Biennial National Meeting the maximum attendance may be restricted by the available venue. With the attendance at a Special Meeting being based upon the previous Biennial National Meeting there is the possibility that no venue is available to accommodate such a meeting.*

National Executive

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**Branch Representatives and Official Observers**

**V** That Rule 5.2.2 be amended by inserting the words ‘Subject to any restrictions imposed by the venue’;

5.2.2 Subject to any restrictions imposed by the venue; branches with an entitlement to one representative shall also be entitled to have one official observer at a Biennial National Meeting and the names of such official observers shall be advised to National Office as requested by the National Secretary. No other branch or district council shall have such entitlement.

**Arguments:**

*This amendment is consistent with other proposed amendments which recognise that restrictions to the numbers attending might be required.*

National Executive

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**Biennial National Meeting**

**W** That Rule 5.4.2 be deleted.

**Arguments:**

*The current rule requires that the meeting be held in the greater Wellington area. The change to a Biennial National Meeting and the possible non-availability of a suitable venue in the Wellington region could leave the Institute in the position of being constitutionally bound to hold a meeting but being unable to do so. The removal of this restriction provides the National Executive the flexibility to host the Biennial National Meeting at the most appropriate venue available.*

National Executive

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**Election of Biennial National Meeting Representatives**

**X** That Rule 3.4.18 be amended to read:

3.4.18 Representation to Biennial National Meeting

***Arguments:***

*Reflects the change to a Biennial National Meeting and that notification to branches will no longer be an annual requirement.*

National Executive

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**Y** That a new Rule 3.4.28.9 be inserted as follows;

3.4.28.9 Every elected representative to Biennial National Meeting must be a full or student teacher member.

***Arguments:***

*In recent years several branches have notified National Office the names of honorary members or non members as their elected Annual Meeting representatives. These people have no voting rights at a local branch meeting and would therefore have no vote at any other meeting of the Institute. This amendment makes that explicit rather than implied.*

National Executive

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**The following Resolutions to amend or repeal the Rules of NZEI Te Riu Roa all relate to the third proposal of the Organisational Review Report “Strengthening Our Union for the 21<sup>st</sup> Century”.**

**The third proposal is related to the transformation of District Councils into Area Councils.**

### **Area Councils**

**Z** That the current Rules 3.5.1 and 3.5.1.1 be deleted and replaced with:

3.5.1 Establishment of Area Councils

3.5.1.1 All district councils (DC’s) in existence prior to the registration of these Rules following Annual Meeting 2009 shall be deemed established Area Councils upon registration of these Rules.

**Arguments:**

*The Organisational Review recommended the formation of Area Councils in place of the current District Councils. This amendment provides for the transition*

National Executive

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**AA** That all references to District Council(s) within the Rules be replaced with ‘Area Council(s)’

**Arguments:**

*This is a consequential amendment subject to the adoption of the proposed amendment to Rule 3.5.1.*

National Executive

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**AB** That a new rule 3.5.1.2 be inserted as follows:

3.5.1.2 Applications for the establishment of new Area Councils may be proposed by any group of contiguous branches and must be made in writing to the National Executive which, before granting approval must be satisfied that:

- a.) a meeting of interested members, including representatives of all affected branches and any existing Area Council, has been held on the issue;
- b.) The boundaries of the new Area Council are satisfactorily defined;
- c.) the Steering Committee of the proposed Area Council should include sufficient members to form a Managing Committee;
- d.) the establishment of such an Area Council will further the objects of the Institute;
- e.) any other relevant information has been considered.

**Arguments:**

*The current rules provide for the establishment of branches and the composition of District Councils but there is no rule which authorises the establishment of a new District Council. The Organisational Review has recognised that branches may wish to organise within Area Councils with boundaries which differ from current district council boundaries. This amendment authorises this. This amendment follows on from the proposed rule 3.5.1.2 and is consistent with the establishment of branches.*

National Executive

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**AC** That a new rule 3.5.1.3 be inserted as follows:

3.5.1.3 The establishment of an Area Council shall take effect from the date of the next Area Council’s funding grants following National Executive approval of such establishment.

**Arguments:**

*The proposed rule change reduces practical difficulties in the establishment of Area Councils by aligning the established date to funding dates.*

National Executive

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**AD** That new rules 3.5.1.4 and 3.5.1.5 be inserted as follows:

3.5.1.4 Upon the establishment of a new Area Council any previously established Area Councils whose boundaries are affected by such establishment shall cease to exist but be re-established with new boundaries and funding at the same time.

3.5.1.5 When any Area Council is disestablished, all assets shall be transferred to the National Executive for redistribution.

***Arguments:***

*The funding of Area Councils is based on a formula that recognises the number of members within any Area Council boundary. The present District Councils include all current branches, aronui tomua and komiti pasefika. The establishment of any new Area Council will change the boundaries and membership of one or more existing Area Council. The assets and funding of the current Area Council belong to all its members. By disestablishing the existing Area Council and establishing new ones at the same time those assets can be fairly distributed.*

National Executive

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**AE** That a new rule 3.5.1.6 be inserted as follows;

3.5.1.6 Area Councils established within the provisions of these Rules shall be named in Section B of the First Schedule to these Rules.

***Arguments:***

*This amendment effectively replaces the current Rule 3.5.1.1*

National Executive

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**The following Resolutions to amend or repeal the Rules of NZEI Te Riu Roa all relate to the fourth proposal of the Organisational Review Report “Strengthening Our Union for the 21<sup>st</sup> Century”.**

**The fourth proposal is related to the size and composition of the National Executive.**

### **3.2.1 Composition of the National Executive**

**AF** That the current rule 3.2.1.1 be deleted and replaced by a new rule 3.2.1.1, reading:

3.2.1.1 The National Executive of the Institute shall consist of a National President, a National Immediate Past-President (who shall be the retiring National President) or if there is no person eligible to hold the office of National Immediate Past-President a Senior Executive Member, a National Vice-President, and eleven other members, four of whom shall be elected from nominees of the general membership, one of whom shall be elected from nominees of members in the early childhood sector, one of whom shall be elected from nominees of members in the primary teaching sector, one of whom shall be elected from nominees of members in the support staff sector, one of whom shall be elected from nominees of school principal members, and three of whom shall be selected biennially from current members of Te Reo Areare in accordance with procedures established by the Te Kahui Whetu.

#### ***Arguments:***

*This proposed rule change facilitates the reduction in size of the NZEI Te Riu Roa National Executive from the current 24 members to 14.*

*The proposed rule change would initially apply to the National Executive elections held at Annual Meeting 2010, with those elected taking up office on January 1st 2011.*

*The proposed National Executive would comprise:*

- *four representatives from the general membership*
- *four sector representatives*
- *the National President, the Vice President, and the Immediate Past President*
- *three Te Reo Areare representatives.*

National Executive

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#### 4.1.2 Nominations

**AG** That the current rule 4.1.2.3 be deleted and replaced by:

##### 4.1.2.3

- (a) Nominations for an additional eight members of the National Executive shall be in the form of the Fifth Schedule to these Rules and shall be received by the National Secretary no later than 10 weeks before the first day of the Biennial National Meeting. If no such nominations are received, or if insufficient nominations are received, then nominations shall be received at the Biennial National Meeting from representatives of branches;
- (b)
  - (i) nominations for the four designated offices to be filled by nominees of members from the general membership shall be clearly marked GENERAL MEMBERSHIP BALLOT
  - (ii) nominations for the designated office to be filled by a nominee of members in the early childhood sector shall be clearly marked EARLY CHILDHOOD SECTOR BALLOT;
  - (iii) nominations for the designated office to be filled by a nominee of members in the primary teaching sector shall be clearly marked PRIMARY TEACHING SECTOR BALLOT;
  - (iv) nominations for the designated office shall be filled by a nominee of support staff members and shall be clearly marked SUPPORT STAFF SECTOR BALLOT;
  - (v) nominations for the designated office shall be filled by a nominee of school principal members in the school sector and shall be clearly marked SCHOOL PRINCIPALS' BALLOT;
- (c) The National Secretary shall, no later than 3 months prior to the date of the biennial national meeting, write to Te Reo Areare seeking names from the established Aronui Tomua Electoral Regions of those who shall form Te Reo Areare. Such names shall be delivered to the National Secretary no later than six weeks prior to the time notified for the start of the biennial national meeting.

**Arguments:**

*Facilitates the election of a National Executive at the first Biennial National Meeting proposed for 2010.*

*This amendment is consequential to the adoption of amendments to 3.2.1*

National Executive

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#### 4. Election and Removal of National Officers

**AH** That the current rule 4.1.3.1. be deleted and replaced with:

The heading 4.1.3 will be amended to read: Election by Ballot at the Biennial National Meeting if the proposed rule change is agreed to

- 4.1.3.1 Elections shall be held on the last day of the Biennial National Meeting and successful candidates shall take office for the two year period commencing on the 1st of January following that Biennial National Meeting.

**Arguments:**

*This Rule change is required to implement a two-year term of office for National Executive members elected by ballot at the Biennial National Meeting.*

National Executive

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#### 4. Election and Removal of National Officers

**AI** That rule 4.1.4.1 be amended by the deletion of (c) Other members of the National Executive; and the addition of new lines (c) and (d) to read:

- (c) General Membership Representatives
- (d) Sector Representatives

With subsequent renaming of the current line (d) as (e)

4.1.4.1 The order of elections shall be:

- (a) National President;
- (b) National Vice-President;
- (c) General Membership Representatives
- (d) Sector Representatives
- (e) Immediate Past President or Senior Executive Member.

**Arguments:**

*This rule change reflects the proposed composition of the National Executive, and determines the order of elections at the Biennial National Meeting.*

National Executive

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#### 4.1.4 Order of elections

**AJ** That the current rule 4.1.4.2. be deleted and replaced with:

4.1.4.2 In any ballot for the election of the National President, Senior Executive Member, National Vice-President or the ballots for national officers representing the general membership, early childhood sector members, primary teaching sector members, support staff sector members and school principal members,:

- (a) the highest polling candidate shall be elected in instances where the ballot is for a single designated position;
- (b) in ballots for multiple designated positions the highest polling candidates shall be elected to those positions.
- (c) in the event of a tie the National President shall draw a lot.

**Arguments:**

*This rule change is necessary if the proposed change to rule 4.1.2.3 is agreed to. The wording adds the designated school principal's position and general membership positions to the wording of the previous rule, and clarifies the matter raised at Annual Meeting 2008 around the interpretation of the word "majority".*

National Executive

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#### 4. Election and Removal of National Officers

**AK** That the current rule 4.2.2 be amended to include the words "support staff members, principal members or general membership members," following the words "...primary staff teaching sector,..."; and further amended by the deletion of the words "Annual Meeting" in both instances, and their replacement by the words "Biennial National Meeting".

4.3.2 The National Executive shall appoint, in turn, from the next highest polling candidates (except those subsequently appointed as National Officers) in the ballots for National Executive held at the preceding Biennial National Meeting of the Institute and when appointing to a vacancy occurring in any office designated for a representative of either the general membership, early childhood sector, primary staff teaching sector, support staff members or principal members, National Executive shall appoint in turn from the next highest polling candidates in the respective Biennial National Meeting ballot.

**Arguments:**

*This rule change is consequential to the agreement to amend 4.1.2.3, and provides the National Executive with the ability to appoint to vacancies arising during the term of office.*

National Executive

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**AL** That the current rule 4.3.2 be amended by replacing “twelve (12)” with “twenty four (24)”; and “financial year” with “financial years”.

4.3.3 For the national executive the term of office shall be twenty four (24) months coinciding with the financial years of the Institute (refer 6.9.1).

***Arguments:***

*This proposed rule change extends the term of office of National Executive members from one year to two years.*

National Executive

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**SECTION B: Other Rule change proposals**

**Entrance Fees, Subscriptions and Levies**

**AM** That the words 'in Rourou' be deleted from Rule 2.13.3 and that it be amended to read:

2.13.3 The National Executive shall determine the methods of payment of subscriptions available to members which shall be notified from time to time via the Institute's website and normal communications to worksites.

**Arguments:**

*Rourou has ceased to exist. This amendment provides for notification to be given via the NZEI Te Riu Roa website and other communications which are now often email based.*

National Executive

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**2.12.1 Honours Committee - Membership**

**AN** That Rule 2.12.1.1(e) be amended by replacing 'AUSNZ/ASTE' with 'Tertiary Education Union'

**Arguments:**

*This amendment recognises the amalgamation of the previous two unions.*

National Executive

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**1.7 Interpretation**

That a new Interpretation item be inserted as follows:

**Majority:** Unless expressly stated otherwise a majority in any vote shall mean a simple majority.

**Arguments:**

*Several rules refer to a majority and based on several opinions has been interpreted as meaning a simple majority. However, the lack of an explicit interpretation within the Rules has, on occasion given rise to disputed ballots. This amendment therefore seeks to clarify the meaning of those rules.*

National Executive

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**5.4 Annual Meeting**

**AO** That Section 5.4.2 of the Rules of the New Zealand Educational Institute (Inc) be amended by:

Replacing the entire sentence with the words: "The venue for Annual Meeting will be at a place that caters for all representatives and observers entitled to attend as per Rule 5.1.1 and 5.2.2."

**Arguments:**

*It has often been argued that the problems the Institute experiences with regard to Annual Meeting is its size and the difficulty with finding a venue in Wellington to cater for all entitled to attend. This rule change would allow for a venue to be found anywhere in NZ that would cater for the current number and projected increases in numbers in the future without the need to cut back on the number of representatives and observers currently entitled to attend under Rule 5.1.1 and 5.2.2. It also reaffirms the belief that the current mechanism for deciding attendance at Annual Meeting is the one that should remain in place. We believe that it is important that we do not shrink the opportunity for activists to be involved at Annual Meeting simply because of the inability to find an appropriate venue in Wellington. For democracy within the Institute to remain strong we should not take a backward step by reducing participation.*

Rodney-Otamatea Branch

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# POLICY RESOLUTIONS

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## **SECTION C: Resolutions to Amend or Repeal the Policy of NZEI Te Riu Roa**

### **Teacher Professionalism – Practicum Time**

- 1 That action be taken by NZEI Te Riu Roa to lobby the New Zealand Teachers Council to increase the minimum amount of practicum time in ECE and primary teacher training and to ensure a national level of consistency across all teacher education providers.

#### **Arguments:**

- *The current minimum requirement for practicum is 20 weeks over a 3-year course. This does not allow for sufficient practice*
- *Discussion needed – what is needed to prepare trainee teachers most effectively to deliver quality learning opportunities for the future generations?*
- *Practicum times vary from 20 weeks up to 25+. Do students have such dissimilar needs that there should be such a difference?*
- *Inconsistency in how practicum is delivered – ongoing regular days in classroom; large blocks of time at beginning and end of school year; and all possible options in between.*

#### **COSTING**

*None supplied*

Manawatu Branch

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### **Teaching and Learning – Beginning Teachers**

- 2 That action be taken by NZEI to lobby the New Zealand Teachers Council to ensure that one year post graduate student teachers have high quality practical strategies in behaviour management and curriculum delivery.

#### **Arguments:**

*While graduates usually have plenty of up to date theory they still need to have sufficient practical experience to practice and to develop practical strategies of behaviour management and curriculum delivery.*

*Colleagues and children's safety and wellbeing are compromised when new graduates do not have these strategies.*

*Graduates have completed their course in good faith, with a significant expense in time and money and deserve to have had the opportunity to develop sufficient skills to practise safely.*

*Effective training includes sufficient time and opportunity to develop and practise these necessary skills.*

#### **COSTING**

*None supplied.*

West Auckland Branch

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### **Teaching and Learning – Use of Individual Pupil Data**

- 3 That NZEI adopt as policy that NZEI continues to support the transmission of samples only of individual pupil data to agencies outside the school.

**Arguments:**

*Throughout the National Standards debate and consultation there has been considerable concern raised about the transmission of whole school individual data to the Ministry of Education and other agencies such as the Education Review Office. Currently schools send data on individuals to parents, and samples from time to time as part of ongoing professional development needs to groups outside the school. We believe that this is pertinent. However we do not believe that anyone should be able to access all individual data from a school. This action would have the potential to lead to school by school comparison with a potential, subsequent, detrimental effect on members and pupils. Currently it would take very little effort by the Ministry of Education to change the software embedded in the School Management Systems programmes to allow for the automatic extraction of the pupil assessment data. We need to signal our strong opposition to this possibility and any other method of individual data collection.*

**COSTING**

*None supplied.*

Rodney-Otamatea Branch

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### **Teaching and Learning – Publication of Individual Pupil Data**

- 4 That action be taken to inform members, the Ministry of Education and the wider community, of NZEI's Policy relating to the publication of pupil assessment data.

**Arguments:**

*The key element in this policy is the opposition to the publication of individual data and league tables. It is timely, given the debate on National Standards, that all be reminded of the NZEI position as stated in this policy.*

**COSTING**

*None supplied.*

Rodney-Otamatea Branch

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### **Teaching and Learning – Publication of Individual Pupil Data**

- 5 That action be taken to inform members, the Ministry of Education and the wider community that NZEI supports the transmission of samples only of individual pupil data to agencies outside the school.

**Arguments:**

*This resolution requires action be taken in regards to the Rodney-Otamatea policy resolution #1, should it be adopted.*

**COSTING**

*None supplied.*

Rodney-Otamatea Branch

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## Conditions of Service – Beginning Teachers

- 6 That action be taken by the NZEI Te Riu Roa National Executive to investigate, propose solutions and report back to Annual Meeting 2010 about the start-of-year financial issues for first-year beginning teachers (salary start date, correct salary scale, beginning teaching costs)

### *Arguments:*

1. *There are numerous 'extraordinary' one-off start-up costs for first year beginning teachers, e.g. establishing a classroom, moving, clothes.*
2. *Start-of-year salary issues including delays in paying (correctly or at all), and issues with the salary assessment process.*
3. *Many beginning teachers start working before the official first pay period, but are not actually paid until several weeks later.*

### *COSTING*

*None supplied.*

Wellington Branch

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## Early Childhood Education Funding

- 7 That NZEI Te Riu Roa actively lobbies government to re-instate funding for the provision of professional development to Early Childhood Education Centres.

### *Arguments:*

1. *Early Childhood Education centres can work in relative isolation and be in great need of external professional development input.*
2. *In-centre and whole-centre professional development support over a period of time brings about positive change for the centre and children.*
3. *Early Childhood Education has been targeted for the cost cutting measure with no rationale. Their need for professional development is identical to the needs of schools.*
4. *Where Early Childhood Education centres are at risk of closing they will receive no support.*

### *COSTING*

*Lobbying costs require document preparation, staff time in the preparation of same and National Executive time for arranged meetings with media, Ministry and government officials, including Ministers.*

*The transport and secretarial costs will be dependent on the level of interaction used in following up these resolutions.*

*Lobbying is a core part of on-going work, and happens within all the campaigns as well as in how NZEI might respond/react to Govt. initiatives when and as they occur. Given that, there would be a minimal costing (say \$ 2,000.00 - \$ 5,000.00) for this resolution.*

Auckland Branch

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### **School Sector - AP / DP / Principal**

- 8 That action be taken by NZEI Te Riu Roa to recognise as Principals all Principals including Deputy Principals, Assistant Principals and Associate Principals.

#### ***Arguments:***

1. *The position of DPs and APs is being eroded following the loss of the Senior Teacher role.*
2. *DPs and APs lead the school in the absence of the principal and should have their status recognised.*
3. *Dropping the terminology AP/DP as is occurring in some schools adversely affects teachers' career pathways.*
4. *Need to separate Principals, DPs and APs from other leaders because among other things –*
  - a.) *They have a role of global leadership – especially in larger schools*
  - b.) *They essentially have a greater raft of responsibilities in all areas of school leadership.*

#### ***COSTING***

*This is a policy wording change and as such will require re-writing of policy with the costs that involves. Active pursuit of this as policy should involve no increase in expenditure as it is recognition of a role as opposed to an active effort to change or develop existing policy. Therefore a minimal costing of \$ 2,000.00 - \$ 5,000.00.*

Auckland Branch

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## School Sector – Management Recognition

- 9 That NZEI take action to redress the anomalies in small schools (U1 and U2) re lack of recognition for the extra unrewarded tasks carried out by teaching staff, through allocation of extra management units or a monetary payment.

### **Arguments:**

*Small schools are expected to perform most of the tasks that larger schools undertake. It means that with small number of teachers available in these schools this workload falls on the same teachers or the teaching principal time and time again.*

*In larger schools many of the responsibilities listed below, are shared across a larger numbers of staff who have access to an increased number of management units to recognise these extra duties.*

*An example of the extra workload in a two teacher school where the only fulltime Scale A teacher was required to:*

- *6 hours and 15 minutes of duty per week;*
- *Take leadership responsibility for all curriculum areas;*
- *Be the resource teacher for Literacy in a Ministry Contract;*
- *Coach girls' kapahaka;*
- *Be responsible for the library / information centre;*
- *Be site rep for NZEI;*
- *Be responsible for girls' pastoral care school wide;*
- *And teach a class of 20 year 0 to 3 children.*

*The principal was teaching a class of 22 year 4 to 8 children (.5), and:*

- *Doing 7 and a half hours duty a week;*
- *Coaching school soccer, rugby, cricket, athletics and swimming;*
- *Leading assessment and reporting procedures;*
- *Coaching the boys' kapahaka;*
- *Leading the school's sustainability projects;*
- *As well as carrying out those responsibilities required of principal.*

*In larger schools many of these responsibilities listed above would carry a Management Unit. Smaller schools do not have access to these Units.*

### **COSTING**

*None supplied.*

Thames Branch

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## Special Education - Pastoral Care

- 10 That NZEI adopt as policy that there be an allowance for SENCO time incorporated into schools staffing entitlements to provide for guidance and pastoral care support.

### *Arguments:*

- *Early intervention in behavioural matters benefit schools and families.*
- *Pastoral Care is not limited to Y7/Y8 students only.*
- *There is little point in supporting a top down approach which equates with the ambulance at the bottom of the cliff.*
- *RTLB, GSE and Special Need units will benefit from school liaison through a staff member whose responsibility is behavioural management support and pastoral care across the school.*
- *The greater the input at pre and junior school levels the greater the reduction in the need for specific guidance support as children get older.*
- *Schools need to have in place the role of SENCO of Pastoral Care Officer as of right.*

### *COSTING*

*The is a policy wording change and as such will require rewriting of policy with the costs that involves. Active pursuit of this as policy should involve no increase in expenditure as it is recognition of a role as opposed to an active effort to change or develop existing policy. There would be a minimal costing (say \$ 2,000.00 - \$ 5,000.00) for this resolution.*

Auckland Branch

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## NZEI Organisation – Environmentally Sustainable Future

- 11 That NZEI take action to encourage members and staff to use practices that are more likely to lead to an environmentally sustainable future.

### *Arguments:*

*Global warming is causing huge economic and social problems throughout the world.*

*In order to maintain sustainable life on our planet there needs to be a radical change in people's attitudes to the use of the world's resources.*

*Small actions by many people can have a significant impact on sustainability, eg recycling and re-using.*

### *COSTING*

*None supplied.*

West Auckland Branch

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## NZEI Organisation – Environmentally Sustainable Future

- 12 That NZEI Te Riu Roa take action to investigate and report back to Annual Meeting 2010 on new practices to ensure NZEI is environmentally sustainable and actively working towards reducing our carbon footprint.

### *Arguments:*

*We are currently reviewing the way we work – through the Organisational Review – an additional consideration is to develop environmentally sustainable practices.*

### *COSTING*

*\$1,000.00.*

West Auckland Branch

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## **NZEI Organisation – Union Education Resource**

- 13 That NZEI Te Riu Roa National Office produces a series of resources reviewed and updated biennially, specifically designed as teaching resource for branches and site representatives to use to educate members. The first set of these resources to cover elements of Agreement Interpretation, Special Education, Extreme Student Behaviour and Workplace Relationships (including Good Faith, Workplace Bullying and Union Activity in the Workplace).

### **Arguments:**

1. *The union should make members aware of the role of the union through an educational programme.*
2. *We refer specifically to elements of the Teachers Matters Campaign and the nature of documentation provided by NZEI which were widely used by branches and work site reps to inform members of issues.*
3. *National Office needs to provide these resources to members to enable them to easily present issues to be discussed without having to develop their own presentation.*

### **COSTING**

*These costings are on a par with the costings for the Teachers Matter educational resource which was used in May/June 2009 to inform NZEI members of this government initiative, hence:*

*\$ 2,300.00 for the agenda / issue sheets*

*\$ 2,500.00 for the campaign booklet*

*\$ 2,000.00 postage and distribution*

*40 hours staff time – writing, consultation, editing, proofing, design etc.*

Auckland Branch

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## **NZEI Organisation – Virtual Annual Meeting**

- 14 That NZEI adopt the policy of running a virtual Annual Meeting concurrently with that actual Annual Meeting.

### **Arguments:**

*Currently our Annual Meeting is video recorded, and quite possibly, digitally recorded by staff.*

*In order to include as many of our membership as possible in the participation of Annual Meeting important aspects of the meeting should be available on our website, or live-streamed for members' access, and even feedback.*

*The President's opening address, Awards ceremony, key note and/or visiting speakers, the launch of special reports and important debates should be made available to all members who wish to access them. The opportunity for feedback from participants/viewers being shared with delegates at the meeting empowers our membership.*

*With the possibility that fewer members will be attending the annual, or biennial, meeting it makes sense to use the technology to include the wider membership in the meeting.*

*The obvious desire to make our union one where members participate and become actively involved could well be enhanced by this virtual conferencing.*

### **COSTING**

*Costings for live-streaming pending.*

North Shore Branch

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### **NZEI Organisation – Subscriptions**

- 15 That action be taken by NZEI to reduce fees for beginning teachers in their first year.

**Arguments:**

- *Gesture would encourage NZEI membership and activism.*
- *Beginning teachers are often faced with large student loans.*
- *Partly reduced income to NZEI but this may be offset by an increase in membership.*

**COSTING**

*Some administrative time.*

Papakura Branch

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### **NZEI Organisation - YMN**

- 16 That the Policy of the New Zealand Educational Institute (Inc) be amended by changing the name 'Young Members Network' to 'Student Teachers and Beginning Teachers Network' [STBTN].

**Arguments:**

- *The term 'Young Members' gives a false impression of who the network represents.*
- *The definition of 'young' is usually interpreted as young in years, whereas this network really represents student teachers and beginning teachers.*
- *A student teacher or a beginning teacher could be older in age and might not regard themselves as a young teacher and so the network loses the input of potential active student teacher or beginning teacher members.*
- *The information below is taken from the NZEI website and clarifies who are currently members of the YMN*

***Young Member's Network***

*YMN is the place for young, new and student teachers! Anyone who joins NZEI Te Riu Roa, and notes that they are a student, Year 1 or 2 teacher on the membership form, is automatically a member.*

- *To have this network renamed as the 'Student Teachers and Beginning Teachers Network' [STBTN] would make it the obvious representative body for this group.*

**COSTING**

*None supplied.*

Southland Branch

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### **NZEI Organisation – Holiday Units**

- 17 That action be taken by NZEI to provide more 'welfare units' for use of members.

**Arguments:**

*Increasing numbers of members are needing to take recuperative breaks from work, with or without families, due to stress and/or the pressures of workload. There is a great demand for the existing units in Rotorua / North Island, and even those who have successfully made bookings have often been 'bumped' for members with greater medical need. Most often the existing units are unavailable.*

**COSTING**

*Costs are dependant on numbers of units and their location – but wont be cheap!*

North Shore Branch

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## **NZEI Organisation – Hot Issues**

- 18** That NZEI adopt the policy of disseminating to the wider membership the “hot issues” that are brought to the floor of Annual Meeting by members, or listed in the hopes of being heard.

### ***Arguments:***

*Each year members and/or branches bring their concerns to share with others at Annual Meeting. These are often not debated, nor even heard, on the floor of Annual Meeting due to lack of time, and are not recorded in the minutes.*

*These issues are sometimes endemic to particular areas, branches or sectors and unless they are published and distributed amongst the wider membership our understanding of our colleagues’ concerns is compromised.*

*In the interests of encouraging a “whole union” ethos we urge that these issues be recorded and promulgated with other business of Annual Meeting.*

North Shore Branch

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## **NZEI Organisation - Worksite Meetings**

- 19** That NZEI adopt as policy that NZEI Te Riu Roa members have the right to discuss union matters with all staff members at any general meeting of that worksite.

### ***Arguments:***

- 1. Time constraints at work sites often mean that members put union matters to one side which may have a significant effect on their welfare.*
- 2. Where schools are well managed and there is no friction between union matters and management priorities this is not a difficulty and happens as a matter of course.*
- 3. Where there are problems in management permission can be denied. This resolution is designed to make meeting time a matter of right for members.*
- 4. If a regular time is allowed for NZEI Te Riu Roa business then there is a likelihood that branch business can be shared and feedback provided to site representatives to take back to branch meetings.*

### ***COSTING***

*There would be a minimal costing (say \$ 2,000.00 - \$ 5,000.00) for this resolution.*

Auckland Branch

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