

Build, Grow, Win

NZEI Te Riu Roa Annual Meeting Supplement 2010



Annual Meeting 2010 – Rotorua here we come!

For the first time since 1982, NZEI's Annual Meeting is being held outside of Wellington. This year delegates will gather at the Energy Event Centre in Rotorua for four days from September 25-29.

Around 500 members from all sectors of the union and from all over the country attend Annual Meeting.

It is an opportunity to review the union's activities, measure its progress against its goals and chart its direction into the future. It is the place where members can debate policy and consider issues affecting their own work and the wider issues affecting teaching and learning.

Annual Meeting provides guidance to the National Executive in its work for the coming year. You can take part by either attending Annual Meeting as a representative or by raising issues with your branch or area council.

Inside is a very brief summary of the work NZEI has undertaken in the past year, and information on how your subscription money is being spent.

The full reports will be available at www.nzei.org.nz/annualmeeting or on request from 0800 NZEIHHELP.

And keep checking the Annual Meeting section of the NZEI website www.nzei.org.nz/annualmeeting for updates on what's happening and an Annual Meeting agenda.

Message from the National President

In 2009/2010, we have developed into a responsive campaigning organisation that is capable of both driving and responding to change. Our work as outlined in the sector strategies reflects both our industrial and our professional focus.

It is clear that NZEI is now able to change to meet new challenges and is flexible enough to quickly bring members together to support the work that we do. Our membership continues to grow (now at 50,000) and greater numbers of members are engaged in a range of activities at a national and local level. Networks and campaigns are providing new opportunities for people to be active.

Annual Meeting 2010 will consider where we will focus our work in the next year given the many pressing issues within the education sector. The imminent arrival of Public Private Partnerships (PPPs), National Standards and their impact on the delivery of the New Zealand Curriculum in schools and early childhood centres, the view from the Workforce Advisory Group Report "A Vision for Teaching" and what this may mean for us all will be part of the debate for representatives this year.

We look forward to robust discussion and a commitment to action around those things that are contained in NZEI's "Quality Public Education for the 21st Century".

Frances Nelson

NZEI Te Riu Roa National Executive 2010



Back row: (L to R) Ann Hogleund, Tiri Bailey-Nowell, Karl Vasau, David Kennedy, Louise Green
Second row: (L to R) Diane Leggett, Diane Lawrence, Winnifred Morris, Frances Guy, Fiona Matapo, Ian Leckie, Te Aroha Hiko, Hokimate Short, Hayley Whitaker, Nicola Mayo
Front row: (seated L to R) Clint Green, Rikki Sheterline, Judith Nowotarski (Vice President), Frances Nelson (National President), Nigel Wilson, Meg Moss, Donna Mason.

Nominations for National Executive

The National President, Vice-President and National Executive are elected at Annual Meeting. This year a National Executive of 14 representatives will be elected after a resolution was passed last year to reduce the size of the National Executive from 24 to 14. The full National Executive includes the Immediate past-President and three Te Reo Areare representatives.

President (1)

Leckie, Ian
Nowotarski, Judith

Vice President (1)

Green, Clint
Guy, Frances
Leckie, Ian
Leggett, Diane
Matapo, Fiona

National Executive

General membership (4)

Goldsmith, Vivienne
Green, Clint
Green, Louise
Guy, Frances
Hogleund, Ann B
Kennedy, David
Leckie, Ian
Leggett, Diane
Matapo, Fiona
Mayo, Niki
Morris, Winnifred
Moss, Meg
Nowotarski, Judith

Parlane, Gaye
Sheterline, Rikki
Whitaker, Hayley
Wilson, Nigel

Early Childhood Sector (1)

Moss, Meg
Whitaker, Hayley

Primary (1)

Goldsmith, Vivienne
Green, Clint
Guy, Frances
Matapo, Fiona
Mayo, Niki

Support Staff Sector (1)

Hogleund, Ann B
Parlane, Gaye

School Principals (1)

Green, Louise
Leckie, Ian
Leggett, Diane
Sheterline, Rikki
Wilson, Nigel

Build, Grow Win

Campaigns aimed at furthering quality education and promoting fairness at work have successfully engaged and activated members and raised awareness of key issues within the membership and the wider community.

Fair Deal for Support Staff

Support staff members became a pink and black army as they campaigned for a Fair Deal during 2009. Nationwide they lobbied MPs, took part in Fair Deal marches and gathered support for their campaign from colleagues and school communities. It was a colourful and highly visible campaign which took a whole of union approach. As a direct result the government was forced to change its mandate and in December 2009, a settlement was reached for the Support Staff in Schools Collective Agreement (SSCA). It delivered an increase of 1.4% along with a bottom rate of \$14.00 and broke the wage freeze in the state sector. A similar settlement was achieved for the Kaiarahi i te Reo, Therapists', ATSSD and Special Education Assistants' Collective Agreement (KRCA) in March 2010.

National Standards

The National Standards campaign is a multi-year campaign that aims to ensure the Government's National Standards do not harm quality teaching and learning. It is underpinned by the professional concerns around the rushed nature of the Standards and the fact they are untried and untested.

NZEI launched a nine week National Standards school bus tour in February 2010 which successfully raised school and community awareness about National Standards. More than 1000 schools signed statements calling for a trial of the standards. In June 2010 NZEI's community petition "Trial National Standards not our Kids" with 38,000 signatures was tabled in parliament.

NZEI has hosted academic and member organising forums around National Standards and used paid union meetings for primary teachers in May to engage members in the campaign.

To help school communities work through the professional issues raised by National Standards, NZEI has produced a "Warrant of Fitness" - a checklist for schools to use before proceeding with implementation of the National Standards.

Early childhood campaign against government funding cuts

A campaign has been launched in response to the large cuts to early childhood funding, announced in the May Budget. The cuts remove subsidies from centres and services with 80-100% qualified staff and are likely to lead to extra costs for families and reduced participation. They are seen as a direct government attack on quality early childhood education.

The campaign – "The Biggest Cuts to the Smallest People" calls on the government to reinstate the funding and the 100% qualified and registered teacher target. Members and parents are being encouraged to lobby MPs, write letters to the editor, and take advantage of media opportunities.

Sectors

Support Staff

Kaiawhina Tautoko

Following the success of the Fair Deal campaign, support staff are looking for other ways to move their low pay issues forward. After discussion in Support Staff negotiations 2009, NZEI, the Ministry of Education and New Zealand School Trustees Association agreed to establish a tripartite work programme on a support staff workforce strategy, focused on professionalism.

Group Special Education

Umanga Mātauranga

The collective agreement for support workers was settled and ratified delivering varying small pay increases and a new salary scale which is the same for associate Grade B support staff in schools. The government refused to recognise the results of the 2008 pay equity investigation which would have led to substantial pay increases for support workers. NZEI provided feedback for the Review of Special Education in March 2010, stressing the need to develop achievable outcomes for students with special educational needs and their parents/families/whānau.

Early Childhood

Kōhanga Reo

The focus since Annual Meeting 2009 has been on building effective networks, encouraging leaders, negotiating agreements on the basis of pay parity, and continuing with the Kōhanga Reo project to build union awareness and membership. As well as the campaign against Budget cuts to early childhood funding, NZEI has also opposed cuts to professional development and collaboration projects, deferral and dropping of teacher targets, and proposals to reduce the support grant for newly registered teachers. As at June 2010 bargaining was underway for Barnardos and Salvation Army members, and for kindergarten support staff members. Kindergarten teacher negotiations are set to commence later this year.

Primary Principals

Tumuaki

The focus has been on providing support, advice and guidance to principals through the controversial rollout of National Standards and preparing for and starting the negotiation of the Primary Principals' Collective Agreement (PPCA) which began in June 2010 following a round of paid union meetings in March, attended by about 1000 principals - just over half NZEI's primary principal membership.

Primary and Area School Teachers

Kaiako

The focus of work for primary and area school teachers has been on informing, engaging and activating members. This has been done through the National Standards campaign and bus tour, the claims development process for bargaining of the collective agreement and professional workforce issues. The Practice Based Attestation pilot for Q1 and Q2 teachers was found to support best teaching practice and evaluated as professionally sound. However the Ministry of Education is refusing to roll it out to all teachers and NZEI is now taking legal action seeking compliance. In terms of teacher pay negotiations, the Ministry has put an offer on the table which the negotiation team feels members will not accept and members will discuss the offer and the next steps in Term Three.

Membership

During 2010, NZEI reached a membership high and "milestone" target of 50,000 members.

In the 12 months to May 2010, **early childhood** membership increased by 9.6%.

Primary teacher membership grew by 3% over the same 12 month period.

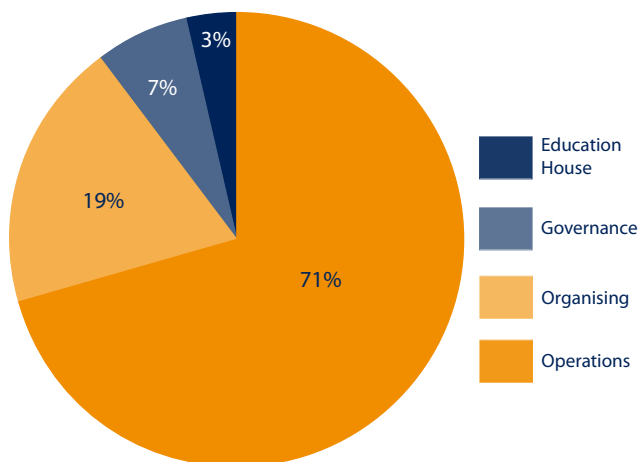
Support staff membership has remained constant at around 13,000 for the past 12 months.

Group Special Education membership was sitting at 996 as of July 2010 – a slight drop on the same time last year.

NZEI Expenditure 2009

Where your subscription money goes

Expenditure 2009



Operations

Overall this cost centre ended the year 1.47% over budget, compared to 2.6% below budget the previous year.

Organising

Overall this cost centre ended the year 4.78% below budget, compared to 5.5% below budget the previous year.

Governance

Overall this cost centre ended the year 5.11% below budget, compared to 3.07% over budget the previous year.

Expenditure:	Total	%
Operations	\$12,226,113.00	71%
Organising	\$3,302,222.00	19%
Governance	\$1,174,691.00	7%
Education House Ltd	\$595,503.00	3%
	\$17,298,529.00	100%

Subscription payment by direct debit

All new members are now paying their subscription by direct bank debit and existing members are being encouraged to do the same. Direct debit makes NZEI independent of employers' payroll systems and ensures that there is a direct relationship between the union and its members.

Te Reo Areare

The Te Reo Areare Report was presented to Te Kahui Whetu. Below is a brief summary of key work undertaken by Te Reo Areare and Miro Māori.

Miro Māori members were represented on all national collective agreement negotiation teams.

Kōhanga Reo

Work has continued to increase membership in Kōhanga Reo and increase the number of NZEI sites to 30%. Targeted membership resource packs are being developed, and potential electronic resources have been identified. Member organiser leaders are being identified to participate in organiser training. All 470 sites have been mapped and the information collated for recruitment purposes. Leaders have supported introductions to Kōhanga sites, there has been Aronui Tōmua involvement at all levels and training for member organisers

Whakapakari Upgrade Proposal

A reference meeting was held with Kōhanga members in Whakatane and three proposal development meetings have been held at Waikato University. There has been contact with the New Zealand Teachers' Council and between NZEI Early Childhood staff and the Ministry of

Education. The next steps are to gain extra government funding and Teachers Council approval.

National Standards Campaign

Work has been done to ensure there is a clear separation between Ngā Whanaketanga and National Standards. There is agreement across the motu that National Standards are detrimental to tamariki Māori. A lot of work has focussed on ensuring that conversations are being had by everyone on marae with iwi and in the community. Members were actively engaged and took part in the National Standards school bus tour.

Ngā Whanaketanga

With consultation they have been trialled throughout Aotearoa since the beginning of 2010. With the completion of consultation any rewrites will be completed and available for the final months of trialling in kura. Over 20 workshops have been provided for kaiako, tumuaki and whanau of kura, during the consultation and trialling stage of this project.

He Tohu Mātauranga Māori

Examinations were held at the end of 2009 with varying results and levels of satisfaction. The Ministry of Education is being pushed to action the process for members who have fulfilled their obligations