

PRIMARY PRINCIPALS 2010

Proposed claims for the Primary Principals'
Collective Agreement (PPCA)

**HANDS UP
FOR
LEARNING**

**CALENDAR
OF
ACTIVITIES**

**TRIAL
NATIONAL
STANDARDS,
NOT OUR KIDS**

**COLLECTIVE
AGREEMENT
BARGAINING
2010**

**LOCAL
ACTIVITIES**





Kia ora koutou katoa

Welcome back to a new school year – this is clearly shaping as a very busy and challenging year for primary education. It is also clear that primary principals will have a key role to play in meeting these challenges as the year unfolds.

This booklet contains a range of information about the year ahead for primary principals, including opportunities for members to participate and shape the direction we go in. All members can be active in their union, and our success depends on us all working together.

One significant event this year is the negotiation of the Primary Principals' Collective Agreement (PPCA). The proposed claims for those negotiations are in this booklet.

However, those collective agreement negotiations are just part of a much bigger picture. Principals must work together to promote and support what is best for primary education and resist initiatives that potentially undermine that.

Opportunities to participate take many forms, ranging from attending paid union meetings, to participating in the National Standards campaign, being active in the collective agreement negotiations, getting involved in local activities and interacting with fellow members on-line.

External context

As everyone is aware, the political and economic environment is somewhat different this year than it has been in previous years, particularly in regard to the most recent round of principal negotiations in 2007. The National-led government has been openly critical of the teaching profession in recent times and both the NZEI and NZPF have been on the receiving end of ill informed criticism. In this environment it is essential to continue to build and maintain strong and respectful relationships between principals and teachers and their school communities. In the face of some of the media attacks on the profession, we will have to work hard to ensure that principals' and teachers' professionalism and commitment to the delivery of quality education for children is valued and respected by all.

There are many different opinions about the state of the economy and the impact this will have on bargaining. Regardless of what the true state of the economy is, Bill English is on record stating that teachers should expect a zero pay rise.¹ It's reasonable to assume that he was, by extension, referring also to principals with that statement. NZEI Te Riu Roa does not believe that such a statement is acceptable but it does mean that we will have to work hard to achieve a reasonable settlement in the negotiations.

We have great strength through working together and I look forward to working with you over the coming year.

Kia kaha,
Tony Hamilton
PRINCIPAL, MAUNGATUROTO PRIMARY SCHOOL
NZEI TE RIU ROA PPCA NEGOTIATING TEAM LEADER

¹ <http://www.stuff.co.nz/national/politics/2858934/Pay-rise-out-of-question-teachers-nurses-told>

This booklet contains:

- the draft PPCA claim;
- the NZEI National Standards campaign, and how you can find the latest developments and ways to get involved;
- a calendar with key dates and activities.

Please retain this booklet for the year as a reference tool.

Planning, activity and involvement

The internal review of NZEI Te Riu Roa over the last couple of years has had a major aim of ensuring that all NZEI Te Riu Roa members have a strong voice in the direction of NZEI Te Riu Roa. This means providing more opportunities for involvement, but in ways that fit with our busy lives. Ultimately, success will only be achieved by working together more effectively.

Goals for primary principals

Primary principal member leaders have set goals for our sector to guide us towards achieving positive outcomes this year. These goals have shaped planning for the year. They are:

- Primary principals are actively engaged in identifying, supporting and advocating the NZEI Te Riu Roa professional / industrial goals for primary education.
- Enhanced terms and conditions of service are achieved in the 2010 Collective Agreement bargaining round.
- All primary principals have a high level of trust and confidence in NZEI Te Riu Roa as their professional / industrial representative.
- There is, within each area council area, a network of actively engaged primary principals.
- Effective and appropriate communication with and between all primary principals is established and maintained.
- To achieve a genuine membership density level of no less than 98% of primary principals who are NZEI Te Riu Roa members.

NZEI Te Riu Roa Membership

The vast majority of primary principals are members of NZEI Te Riu Roa, but some are not. We strongly urge all members to try to encourage any non member principals in your area to join NZEI Te Riu Roa – there are major issues facing primary education this year and these are issues that impact on all principals, not just those who are members.

The support staff experience

Support staff negotiations in 2009, which ultimately resulted in a relatively small but still significant pay increase, demonstrated that it is possible to overcome the government's wage freeze. However, it took ongoing membership commitment and activism throughout the whole year to do so. The goals set for our sector take into account many of the things we learnt from the support staff experience in 2009.

Draft claims for the renewal of the Primary Principals' Collective Agreement 2010

The claim developed for principals was done by way of reference groups and focus groups. The NZEI PPCA negotiating team then came together and determined the claim on the basis of all this feedback. This is a more comprehensive process than we have ever undertaken together before. Large numbers of members got involved.

SECTION 1: Base Pay

Issue	Pay increases and maintaining pay parity with secondary
What principals said	A pay increase is important to ensure that principals' salaries don't lose value. The actual claim should be determined after consideration of how other collective agreement negotiation processes are being shaped and must recognise that retaining pay parity with secondary principals continues to be a top priority. Principals also noted that we need to be aware of external economic factors and the way they affect the communities we work in.
Claim 1	<ol style="list-style-type: none"> 1. That there is an increase to principals' remuneration. The guiding principle that the Unified Pay Scale (pay parity) is maintained shall apply to the base scale salary negotiations and, therefore, is key to establishing the level of increase to be claimed. <i>This will be discussed further at the paid union meetings – come along to have your say!</i> 2. Renew the entrenchment provisions to preserve parity with secondary principals. 3. A 2 year term from 1 July 2010 through to 30 June 2012

SECTION 2: Small School Principals

Issue	Recruitment, Retention and Incentivisation in Small Schools																				
What principals said	The level of turnover of principals in small schools is very high. There are a range of factors behind this but lack of adequate recognition of the long hours of work for teaching principals, lack of removal expenses if moving out and isolation were three of the key issues. There are three specific claims designed to address these issues.																				
Claim 2A	<p>Introduce a small schools allowance based on the level of management release time available to the principal as determined by the September Staffing Notice issued by the Ministry of Education. The allowance payable for the year following the receipt of the Staffing Notice shall be as follows:</p> <table border="1"> <thead> <tr> <th>Level of Management Release Time</th> <th>Annual Allowance</th> <th>Level of Management Release Time</th> <th>Annual Allowance</th> </tr> </thead> <tbody> <tr> <td>0.3 FTE</td> <td>\$4000</td> <td>0.7 FTE</td> <td>\$2000</td> </tr> <tr> <td>0.4 FTE</td> <td>\$3500</td> <td>0.8 FTE</td> <td>\$1500</td> </tr> <tr> <td>0.5 FTE</td> <td>\$3000</td> <td>0.9 FTE</td> <td>\$1000</td> </tr> <tr> <td>0.6 FTE</td> <td>\$2500</td> <td>1.0 FTE and above</td> <td>\$0</td> </tr> </tbody> </table>	Level of Management Release Time	Annual Allowance	Level of Management Release Time	Annual Allowance	0.3 FTE	\$4000	0.7 FTE	\$2000	0.4 FTE	\$3500	0.8 FTE	\$1500	0.5 FTE	\$3000	0.9 FTE	\$1000	0.6 FTE	\$2500	1.0 FTE and above	\$0
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Claim 2B	<p>Removal expenses - amend clause 3 of appendix 2 as follows (italicised sections are the additions):</p> <p>3 Removal Expenses from Schools Qualifying for the Staffing Incentive Allowance and <i>all other U1-U3 schools</i></p> <p>3.1 A principal in a school qualifying for the staffing incentive allowance <i>or in any other U1-U3 school</i> shall be required to complete a minimum of three years continuous service in one or more of the schools concerned in order to be eligible for removal services and expenses provided in 1.1 when moving from such a school to a permanent position or long term reliever appointment of at least one year in another state or integrated school.</p> <p>3.2 A principal in a school qualifying for the staffing incentive allowance <i>or in any other U1-U3 school</i> shall retain her/his removal services and expenses provided in 1.1 of this appendix when moving from the school, even if the school loses its classification or its roll grows beyond U3 level during the principal's employment there providing that she/he fulfils the three years' continuous service requirement and is transferring directly to a permanent position or long term reliever appointment of at least one year in another state or integrated school.</p> <p>3.3 <i>Access to the removal expenses described in 3.1 and 3.2 above shall also apply to principals who are retiring from such schools. The removal expenses shall only apply within New Zealand.</i></p>																				
Claim 2C	A rural allowance of \$5,000 shall be paid to principals of U1 and U2 schools, other than where those schools are located within 40km of a population centre of 20,000 or more.																				

SECTION 3: Principal Support and Workload

Issue	Recognition of the role of a mentor principal
What principals said	Successful induction of new principals into the system through targeted mentoring and providing support for principals as and when required are important components of strengthening New Zealand's schooling and school networks. However these are roles which require specific skills and knowledge and those factors need to be recognised.
Claim 3	<p>Mentor principal</p> <p>Insert a provision in the terms of settlement which would allow for formal recognition for principals undertaking formal mentor principal roles. Proposed wording as follows:</p> <p><i>It is the intention of the parties to introduce formal mentor principal roles during the currency of this collective agreement. Prior to the introduction of these roles the parties will negotiate appropriate remuneration and appointment processes to apply to the role.</i></p> <p><i>The negotiated rate of remuneration will be implemented in accordance with the variation provision of this collective agreement.</i></p>
Issue	Principals' Workload
What principals said	Excessive workload continues to be a major obstacle to principals' effectiveness and is impacting severely on principals' health and well being.
	<p>While no specific claim is proposed on this issue, the following issues are to be raised as part of the PPCA negotiations.</p> <ul style="list-style-type: none"> i) The most effective remedy to principals' workload issues and to enhancing principal productivity is to enable schools to employ an appropriately skilled and trained support staff work force. Appropriate funding of the support staff workforce is needed to enable this to happen. ii) The role of principals cannot be comprehensively undertaken within the timeframe of a reasonable working week with the current staffing levels in small schools. NZEI reminds the Ministry that NZEI policy is that the minimum staffing entitlement in any school should be 2.0 FTE. <p>There is a broad range of new initiatives being introduced into schools. NZEI believes that the introduction of any significant new initiative in schools should only be undertaken after genuine consultation with NZEI over the potential impact of that initiative on principal workload and, where appropriate, ways to mitigate against those workload impacts are identified and implemented.</p>

SECTION 4: Other claims

Costs incurred in use of private vehicles	
Issue	Many members report that the current mileage rate does not provide adequate reimbursement for the costs they incur using their car. It also does not change regularly to reflect changing costs.
Claim 4	Replace the current set rate of 58c per km for a car and 18c per km for a motor cycle with a mechanism that adjusted the rate annually, based on the IRD's rate of reimbursement at the time.
Comment	This claim would introduce the flexibility for the reimbursement rate to be reviewed on a regular basis using an objective process. Note: Currently the IRD rate is 70 cents per kilometre.

Special Schools Principals' Allowance	
Issue	Special school principals are disadvantaged by the staffing based salary component because, while they often have large staffs, a disproportionate number of them are support staff and do not count for calculation of that allowance. There is also a range of specialised skills and knowledge required of a special school principal.
Claim 5	Introduce an allowance of \$2,000 per annum for all principals of designated special schools
Comment	This claim was not successful during negotiations in 2007. However, the rationale behind the claim remains valid.

Leadership in Literacy and Numeracy Payment	
Issue	In 2007 when the allowance was introduced, the largest school covered by the PPCA was a U9. There is now a U10 school covered by the agreement but the wording of the clause does not cover that situation.
Claim 6	Amend the reference in the table in clause 5.2.6 (a) from "U7-U9" to "U7 and above".
Comment	This is a claim to address an anomaly that has arisen during the term of the agreement

Camp allowance	
Issue	There is frustration that this has not changed for some years.
Claim 7	Increase from \$19.97 to \$60.00
Comment	The current rate has not changed for many years and is now rendered grossly inadequate.

Evening Meal Allowance	
Issue	The rate of this allowance no longer adequately covers the costs it was initially designed to cover. The allowance has remained unaltered for many years
Claim 8	Increase from \$11.56 to \$30.00

Salary Protection in schools reducing from U2 to U1	
Claim 9	Insert new clause 5.4.5 (iii) as follows "Where a school's reduction in roll size results in a school being reclassified from U2 to U1, the principal's access to the Leadership in Literacy and Numeracy payment shall be protected for a period of 24 months from the beginning of the school year following the announcement of the reclassification".

Technical and Other Claims

These are claims designed to address specific issues that have arisen during the term of the collective agreement or to acknowledge work that has been completed during the term of the agreement.

Issue	Professional Standards
Claim	<ul style="list-style-type: none"> • Delete the "Draft Interim Framework of Professional Standards for Principals" from Schedule 2 and replace with "Professional Standards for Principals" as revised and agreed by the parties by variation to the collective agreement in 2008.

Issue	Principals' Appointments
Claim	Add new clause 2.2.3 (d) as follows: <ul style="list-style-type: none"> • "Attention is drawn to the document <i>Appointing a Primary School Principal</i> jointly developed by NZEI Te Riu Roa, NZSTA and the Ministry of Education. The document can be found on the parties' respective websites".

Issue	Technical Claim – Holidays Act Compliance
Claim	Clause 3.1.4 – add "and a paid day in lieu". This is a technical issue only to comply with the legislative requirement for payment for working on a public holiday

Issue	Technical Claim – Renaming / Closure of Specific Schools
Claim	<ul style="list-style-type: none"> • Clause 5.3.1 – delete reference to "Glenburn" and replace with "Westbridge". Also note issue to be raised about the weighting attached to students relocated from Waimokoia School in the wake of its closure.

National Standards

NZEI's position

Now that the profession has finally been able to see the National Standards, it is clear they need to be trialed. NZEI is calling for National Standards to be road-tested before being rolled out nationwide – or abandoned altogether.

From the moment National Standards were first suggested, NZEI adopted the position that they must enhance and support teaching and learning and not damage it.

Throughout 2009, in the primary principal discussion processes, NZEI members talked about what standards might mean. The creation of league tables, narrowing of the curriculum and unhelpful, dangerous labeling of students and schools were identified as potential issues, not to mention the fact that standards may not address issues of underachievement and that most schools already have effective assessment and reporting practices in place. The extra workload is also problematic.

Principals and teachers did not get to see National Standards in their entirety until they were launched in October last year, and we were not involved in developing the standards. This means that until recently it has not been possible for principals and teachers to really think about what the standards mean to teaching and how they will affect children's learning.

NZEI President Frances Nelson says that now schools have seen the standards, the reality is sinking in. "The standards are being imposed on schools with absolutely no evidence that they will raise student achievement as the government so confidently claims," she says. "As practitioners, we have not been engaged with standards and the impact of a National Standards regime is completely untested. There is a growing body of opinion that National Standards represent a considerable risk to the teaching process, the implementation of the revised curriculum, and most of all to student learning."

NZEI Te Riu Roa will continue to plan and roll out a campaign to ensure that National Standards do not harm children's learning. The first step towards this is the campaign calling for a trial. Schools will be sent regular updates and resources, and there are many local activities planned.



National Standards community campaign

The immediate focus of NZEI's National Standards campaign is to build up community awareness about the issues and to seek support for a trial of the standards rather than their immediate implementation nationwide.

There are three main initiatives planned for the first half of the year.

National Standards National Bus Tour

Throughout term one many communities will be visited by a bus branded with the "Trial National Standards, Not Our Kids" message. The purpose of the bus is to raise awareness and build community support. The bus will deliver resources and information to schools and communities. Members on board will talk with parents, collect school community statements, and gather signatures on the petition calling for a trial.



A resource pack has been sent to all schools. If your school has not received one contact 0800 NZEI HELP to have resources sent to you or to have additional copies available if you need more. The pack contains information leaflets for school communities, a community statement for the school to sign, and a petition for principals, teachers, parents and community members to sign. The community statement and the petition support the call for a trial before the standards are implemented nationwide.

Community statement

These are for schools to join the campaign. The posters will be collected together and displayed during a rally at parliament.

Please write your school name on it, encourage your teachers, community members and board of trustees chair to sign, and bring it to the bus OR return it to NZEI, National Office, PO Box 466, Wellington by 26 March.



Petition

This is to the House of Representatives calling for a trial and will be presented on May 31.

Please collect as many petition signatures as possible – if every NZEI member collects ten we will get the numbers we need!

As the campaign unrolls, updates and information will be available from NZEI's National Standards websites:

- <http://www.nzei.org.nz/nationalstandards> for all resources, position papers, media releases and publications
- www.nationalstandards.org.nz a blog site for members to hold discussions and share their views
- www.handsupforlearning.org.nz the main site that supports the community campaign initiatives set out below



2010 at a GLANCE

Date	Event	Action/preparation	Note your local school/ branch activities
FEBRUARY			
2	First day term one		
2-28	National Standards National Bus Tour begins in week one	Follow the tour and get the latest updates on www.handsupforlearning.org.nz	
MARCH			
8-26	Primary principals and primary teacher paid union meetings (separate meetings)	Your employer has been notified of these meetings. They are being run concurrently with a round of teachers' meetings. Please ensure that you attend a principals' meeting in your area.	
30	Combined meeting of the NZEI Primary Principals' Negotiating Team and Steering Group	This meeting will consider the feedback from from the primary principals' paid union meetings and recommend the final claim to the NZEI National Executive.	
31	Rally at Parliament to present school support statements	Make sure you get your school statement to Wellington by March 26. You can hand it in when the bus is in your area or mail it. If you are in Wellington, come along to the rally at Parliament at lunch time.	
APRIL			
1	Last day of term 1		
2-6	Easter		
19	First day term 2		
MAY			
1	Primary Principals' Collective Agreement (PPCA) – Bargaining initiated		
17 (for 3 weeks)	Worksite Representative seminars	Please ensure your worksite representative is released to attend – they are a vital link in our work	
31	Government presented with National Standards petition calling for a trial	Make sure your completed petition forms are sent to NZEI Te Riu Roa. PO Box 466 Wellington.	
JUNE			
	NZEI will attempt to begin negotiations before the expiry of the current PPCA on 30 June	Keep an eye on www.nzei.org.nz . You will receive regular electronic updates through the NZEI P2P ezine if we have your email address on our database.	
16	Support Staff Day	Make plans to acknowledge the role of support staff in your school.	

Date	Event	Action/preparation	Local school/branch activities
JULY			
	Negotiations continue	Updates will be sent out in hard copy and email.	
2	Last day of term 2		
19	First day of term 3		
AUGUST			
	Activities to support negotiations	Keep an eye on www.nzei.org.nz and the P2P ezine	
	Ongoing National Standards campaign	Watch the websites!	
23-28	First Time Principals' Seminars	Six seminars will be conducted by NZEI for principals we have recorded as first time principals	
SEPTEMBER			
6-22	Primary teachers leaders seminars	Invitations will be sent out to teachers who are undertaking union leadership roles.	
24	Last day of term 3		
26-29	Annual Meeting		
OCTOBER			
11	First day of term 4		
29	World Teachers Day	Note the date and start thinking about how your school and community can celebrate teaching and learning.	
NOVEMBER			
This is a very busy time of year for principals and we will keep activities to a minimum. That is, of course, subject to what stage has been reached with the collective agreement negotiations and other key sector issues by this date.			
DECEMBER			
	Local activities to celebrate newly registered teachers and retiring principals and teachers.	Keep in touch with your local branch as they plan this event.	
20	Last day of term 4		

2011

The plan is that we will be implementing the negotiations settlement, talking about where to from here for teaching and learning, and discussing key issues for primary education that we need to be highlighting and debating in the lead up to the general election.

Get involved to make sure you have your say in setting the agenda.

Worksite representative training is planned for March and the support of principals to enable their worksite representative to attend is greatly appreciated.

Throughout the year there will be processes designed to encourage principals to speak out about what really matters for teaching and learning. Education is a major issue in any General Election and it is likely to be more so than ever in 2011.

Through it all, and despite what is sometimes portrayed in the media and by some politicians, NZEI Te Riu Roa will continue to advocate for and support high quality teaching and learning practices in the public education system so that our children continue to receive a world class education.

Hands Up!

**For up-to-date information about what's happening and how to get involved:
0800 NZEI HELP (0800 693 443)**

This is a free call from a land line and calls are answered weekdays between 8.30am and 5pm. It is the first port of call for all NZEI Te Riu Roa members wanting information or support.

www.nzei.org.nz

This is the main NZEI website that sets out all the information about NZEI Te Riu Roa and has links to all other sites that relate to NZEI activities. It also has information about membership structures and activities.

www.teachersmatter.org.nz

This site is especially for teachers to network, share photos, stories, ideas, opinions and to get involved in NZEI Te Riu Roa campaigns. All teachers can join, set up networks, make postings about events and upload photographs.

www.nationalstandards.org.nz

Run like the Teachers Matter site, this one is all about national standards. There is lots of discussion and opinion!

www.handsupforlearning.org.nz

This website has all the information about the National Standards campaign, including ways to get involved in it.

Local Branch/Aronui Tomua/Komiti Pasifika/Area Council

These are geographically-based membership structures of NZEI Te Riu and the easiest way to get involved in NZEI Te Riu Roa in your area. They have a variety of different ways of communicating with local members, and their leaders always welcome contact from interested members. Find out who to talk to by looking on the NZEI website or calling the 0800 number.

Networks

There are many other formal and informal networks in NZEI Te Riu Roa based on the issues and interests of particular groups of members. Some operate nationally and some are set up by local groups of members. More information is available on the NZEI website.

Principals Council

This is national group of elected principal representatives who organise local networks and activities to meet NZEI goals, and who come together nationally to represent their area in discussions about issues and ongoing planning. Your local Principals' Council rep is always looking for interested members to get involved in their networks. Contact details for your rep are available on the NZEI website on the primary principals' home page.

Got an idea or issue? Want to get involved?

There are many different ways of addressing issues, promoting good ideas and getting involved in NZEI Te Riu Roa. The website gives you information about existing planning, networks and activities. The 0800 number is a great place to start to talk to someone who can help you work out your next steps in getting involved and getting your ideas out there.