

Claims for the Renegotiation of the Secondary Principals' Collective Agreement 2019

Introduction

These claims were developed through consultation with PPTA Te Wehengarua and SPANZ members and representatives. The claims represent issues that are of widespread concern to both union memberships and we believe they would substantially improve the pay, working conditions and wellbeing of all secondary school principals in New Zealand. We look forward to discussing them with you.

1. Remuneration and Term

A two year term. With a 10% increase to all salary components (as set out in clause 3.0) on ratification and a 5% increase to all salary components 12 months after ratification.

This claim seeks to value and recognise the wealth of expertise, knowledge, skills and experience that our members have and use in children's education. It also acknowledges the increased complexity, stress and risks of the position, and the much altered legal and educational landscape since our last negotiation round. This claim would also address the recruitment issues that exist in secondary school principalship.

Having a settled industrial environment over a two-year period will give principals confidence during the next phase of the Tomorrow's Schools Review. It would also support principals' engagement with any proposed changes to secondary schooling in the next two years.

2. Long Service Leave

*An entitlement to long service leave as **attached** in appendix A*

This claim recognises the value of the years worked by principals as school and educational leaders in an increasingly high risk and stressful environment.

3. Wellbeing allowance

A wellbeing allowance of \$1000 per annum for principals to put towards health insurance and/or regular health checks.

This links well to the Government's national priority on wellbeing for all New Zealand workers and aligns with the wellbeing budget approach. We would recommend that the allowance be simple to administer and be signed off by school boards.

4. Professional supervision/mentoring

An allowance of \$1500 per principal per annum for professional supervision and/or mentoring.

Many professions, including school guidance counsellors, have access to professional supervision. The roles and responsibilities of principals are increasingly complex, and it can be a very lonely job. This kind of professional support would increase the wellbeing, confidence and assurance of principals in performing their role. It also

reduces risk for the school and the Ministry of the consequences of poor decisions in relation to H.R., finances, health and safety, legal etc.

The intent of the claim is that it provides the flexibility to be used by a principal to access, for example, one session per term, or one or two longer periods of supervision/mentoring. At a maximum of \$1,500 per annum per principal, with the understanding that not all principals will access it, this is a relatively low-cost claim.

5. Annual Leave entitlement

An increase in the annual leave entitlement to 6 weeks.

Principals report a very high workload and long hours. The workload is particularly focused around the term time when the school is open to instruction, and this is something that is inherent to the structure of the school year. Secondary principals have less annual leave than senior doctors (6 weeks), kindergarten teachers (6 weeks) and no long service leave. It is an entitlement that any reasonable and 'good employer' would support since it places value on the wellbeing of their leadership.

Inadequate leave is a contributing factor to stress and burnout and ill health. 6 weeks leave allows for 1 week each term break and three weeks over the summer break, which is not unreasonable in terms of the operation of the school.

6. Relocation grant

Extension of the payment of removal expenses to include principals moving to any new school.

Extending the current entitlement of removal expenses for principals would remove a barrier to experienced principals moving to a lower decile/rural/smaller schools and bringing their experience and expertise to it. Greater movement of principals between all different types of schools supports the depth of principalship across the secondary school sector.

7. Kahui Ako flexibility

Increase flexibility in the leadership structure and payments of Kahui Ako.

This would reduce workload for already busy principals and support a more collaborative model of leadership.

8. Superannuation contribution

An increase to the employer superannuation contribution.

This is in keeping with other public sector superannuation contributions.

9. Supporting leadership in small schools

A minimum leadership staffing entitlement for all schools of 2FTE.

Funding for all schools with roles 150 or below to allow for the employment of an additional administrative support. Either through provision of tagged funding in the operations grant for this purpose or provided as a number of tagged support hours funded by the Ministry of Education.

Principals in our smallest schools have significantly less support than at larger schools because the school doesn't have the operational grant or fundraising base to afford property managers and executive officers and there isn't the staffing for a senior management team. This is lonely, stressful and professionally risky, and a barrier to

recruitment to these important positions. For many small schools the claim to provide minimum leadership staffing of 2FTE means that the staffing would be topped up to this level, rather than a whole new FTE entitlement.

10. Payment of practicing certificate fees

Payment of Teaching Council fees for the renewal of practicing certificates

As the professional leaders of the school principals are required to be registered. Many employers cover the costs of professional registration to invest in the status of the profession.

11. Provision of an increased flexible central fund for professional development

The claim is to introduce a contestable professional support fund of \$500,000 per annum for professional and career development of secondary principals – with priority given to principals of schools who could not offer this financial support to their principal.

This fund could be applied for by principals for a range of professional support initiatives, including travel, accommodation and registration costs for principals to attend relevant conferences or courses. Applications could be allocated by a similar group as for sabbatical applications but in a separate process and after the allocation of sabbaticals, i.e. first the sabbaticals would be awarded as at present.

The Ministry of Education budget for 45 sabbaticals per annum. If in any given year the number of approved applications is below 45, the remaining budget is redirected to the Central Professional Fund.

12. Minor technical issues

There is also may be some very minor or technical claims to make non substantive amendments to wording in the collective agreement.

Appendix A

LONG SERVICE LEAVE SCHEDULE (Principal Service Only)

Entitlement (in working days)

Completed Years of Service	Cumulative Entitlement	Plus Further Six Months of Completed Service – Entitlement
5	10 days	11 days
6	12 days	13 days
7	14 days	15 days
8	16 days	17 days
9	18 days	19 days
10	20 days	22 days
11	26 days	29 days
12	31 days	33 days
13	35 days	37 days
14	39 days	41 days
15	44 days	46 days
16	48 days	50 days
17	52 days	54 days
18	56 days	59 days
19	61 days	63 days
20	65 days	67 days

Note:

- 21 years or more – 3.25 days for each complete year of service plus 2 days for a complete six months of service rounded to the nearest day.
- Accumulated long service leave may be paid out as a lump sum on retirement of the principal from principalship.
- For the purposes of long service leave “service” is defined as total years of service as a principal. Continuous service is not required.
- Long service leave is a cumulative entitlement.