



PRINCIPAL MATTERS

NGĀ TUMUAKI O AOTEAROA

THE MOST RESPECTED AND INFLUENTIAL ADVOCATE FOR NEW ZEALAND'S PRINCIPALS

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Issue 19, 26 July 2019

President's Message



Tōtika - Balance

Mahia i runga i te rangimārie me te ngākau māhaki

With a peaceful mind and respectful heart,
we will always get the best results

Kia ora e te whānau

Welcome to the first week of Term Three! I hope you managed some free time over the holidays to clear your heads and allow some fresh ideas to percolate.

Conference 2019

It was a great pleasure to meet so many of you at the NZPF national conference early this month. The conference was hosted in Auckland and opened with a powerful pōwhiri at Ōrākei Marae, Bastion Point. Bastion Point holds immense historic significance, as you know. The 506-day occupation of the land in 1977-78 resulted in the first successful land claim through the Waitangi Tribunal and paved the way for many more iwi to settle land injustices. The powhiri set the scene for a conference that challenged and inspired delegates on many

levels both personally and professionally. We had musician and activist, Moana Maniapoto and Dr Keri Milne-Ihimaera who addressed the impact of colonisation and demonstrated how colonial policies fed racism and bias and located Māori at the bottom end of every measure of success for the next 150 years. We listened to outstanding research from Professor Yong Zhao and Dr Karen Edge which both excited and provoked us in equal measure. It was a wonderful event and my thanks to the organisers and all delegates attending. A comprehensive report will be included in Term Three *NZ Principal* magazine.

NZEI Pay Negotiations for Principals

At their most recent meeting, the NZPF national executive resolved to adopt the recommendation of the NZEI and disengage with all Ministry work streams, advisory and reference groups, until progress is made on pay negotiations for the Primary Principals' collective.

The NZPF position is that in the interests of fairness, primary principals should be granted parity with their secondary colleagues.

NZPF representatives will not be attending any Ministry-led meetings until negotiations are settled.

I urge any of you who are appointees to any Ministerial-led groups to also disengage with the Ministry. In this way we will send a strong collective message to the Minister to accelerate the process of finding a resolution to the pay parity issue.

Education Payroll - \$1500

This week I was informed (via the Education Payroll website) that many schools will unexpectedly have their operations budgets affected as a result of those teachers coded to BG (Bulk Grant) on 13 June.

As you know, all teachers will be receiving a one-off \$1,500 payment as a condition of their negotiated pay settlement. Teachers employed by the school board, rather than under the school's staffing allocation, will have their \$1,500 paid by

the School Board. This is a school budget item that was not expected and is an unintended consequence of the teachers' settlement. It will however impact on your school budget and operations grant.

In the course of negotiations, we were not informed of this consequence by the Ministry, Education Payroll or by NZEI. I have written to Education Payroll and the Ministry to ask why this was not discussed with us earlier.

Schools can send through a NOVO21 to retrospectively change the code to TS (Teachers Salary), but I note that these adjustments can only be made for the previous two pay periods. I wrote to the CEO of Education Payroll and requested that this be extended to four pay periods to include 13 June. Had we been notified earlier this would not have been necessary.

I have also phoned the Minister's office to ask that all \$1,500 payments be covered by TS and not BG. Many schools are already struggling to meet their budgets, with New Zealand schools funded at the lower end of OECD countries. I requested that this payment not be deducted from schools' bank accounts.

I am now waiting for the Secretary for Education to provide a ruling for us which I will immediately share with you through this newsletter.

Ngā manaakitanga

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Notices



Nominations for NZPF Election 2019

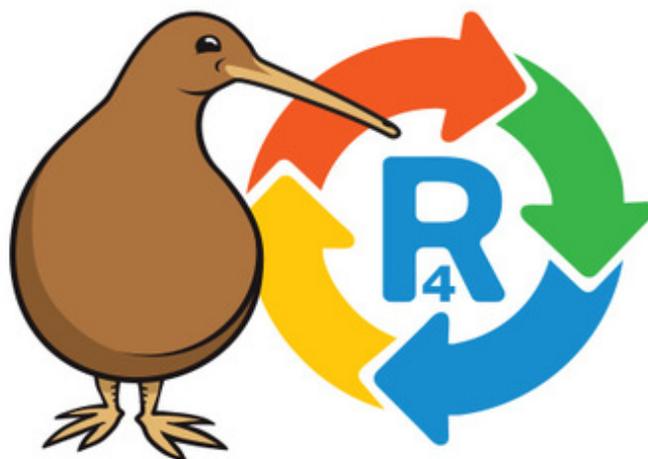
Nominations for the NZPF President, Vice President and 12 Executive committee members close on 5 August.

Click [here](#) for the form to nominate candidates for President and Vice President for next year.

Click [here](#) for the form to nominate candidates for the executive committee for the next two years.

The electoral roll closes on 25 August. Ensure you have paid your NZPF subscription in order to be eligible to vote!

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RecycleKiwi brings free resources to schools

Say hello to RecycleKiwi – CrestClean's unique free educational programme bringing inspiring ideas and fun resources to help schools improve their recycling efforts.

We believe education is the key in changing behaviours around waste minimisation and through RecycleKiwi we'll guide you on how to design your own successful recycling system.

The RecycleKiwi website has an educational movie featuring beach volleyball athletes Ben and Sam O'Dea, who promote good recycling behaviour and highlight the impact of plastics on our environment.

Our resource packs include posters and bin stickers, which are bilingual in te reo Maori. There's also 30-page pads of detailed colouring pages as a classroom activity.

RecycleKiwi is centred on the 4R's - reduce, refuse, reuse and recycle, the many different types of waste encountered in our day-to-day activities, such as going to school or spending a day at the beach.

To order your free resource pack visit: recyclekiwi.co.nz



Global Challenge - Calling All Educators!

The International Confederation of Principals and Virgin Pulse partner to bring you the next Global Challenge, starting on 4 September 2019.

The [Global Challenge](#) provides a team-based challenge that improves employees' health, as well as workplace culture and is also fun and simple to roll out.

The 12-month membership fee of AUD\$65+GST per person includes an activity-tracking device and access to personalised advice for nutrition, mental wellbeing and sleep.

To get involved, click [here](#) to register and find out more. Registrations close on 15 August.