

<b>To</b>	<b>Executive</b>	<b>MX20/002</b>
	<b>Te Huarahi</b>	<b>24 February 2020</b>
<b>From</b>	<b>Michael Stevenson, General Secretary</b>	

## **Minutes of the Executive Meeting held at the Brentwood Hotel, Kemp Street, Wellington, Thursday 20 to Saturday 22 February 2020**

**Present:** Jack Boyle (Chair), Chris Abercrombie, Miriama Barton, Raj Dawson, Kevin Greig, Jacinta Grice, Joe Hunter, Henare Hutana, Evan Jones, Gazala Maihi, Rob McCafferty, Lawrence Mikkelsen, Vinnie Monga, Austen Pageau, Tania Rae, Simon Reid, Powhiri Rika-Heke, Louise Ryan, Graham Sharp, Graham Smith, Rob Torr, Michael Waller, Melanie Webber, Miles Winter, with the General Secretary in attendance.

**Apologies:** Angela Roberts  
Shona West  
Lisa Hargreaves  
Vanessa Pringle (Thursday evening)  
Melanie Webber (Thursday evening and Friday)

**Observers:** Vanessa Pringle (Regional observer from West Coast)  
Sarah Maindonald (Regional observer from Canterbury)

### **THURSDAY 20 FEBRUARY 2020**

*The meeting commenced at 7.45 p.m. with karakia led by Kaumātua Henare Hutana. A waiata was sung.*

#### **Welcome**

The President welcomed everyone to the meeting, in particular the new executive members and observers.

#### **Whakataukī (Jack Boyle)**

*Utua te kino i te pai.*

Repay bad deeds with good.

The idea behind this whakataukī is that we move past real or perceived slights and act for the greater good.

*The meeting adjourned at 7.53 p.m. to resume at 7.54 p.m. so that a meeting of Management Committee could take place.*

#### **Minutes**

**MX20/02/01            Moved            From the Chair**

THAT the Minutes of the Executive meeting held at the Brentwood Hotel, Wellington, Thursday 14 to Saturday 16 November 2019 (MX19/019) and by Zoom on Sunday 2 February 2020 (MX20/001) be received.

**Carried**

**MX20/02/02**      **Moved**      **From the Chair**

THAT the Minutes of the Management Committee meetings held at the Brentwood Hotel, Wellington, 14 November 2019 (MX19/020) and 16 November 2019 (MX19/021) and at National Office on Wednesday 18 December 2019 (MX19/022) be received.

**Carried**

### **Matters Arising**

There were no matters arising from the minutes.

**MX20/02/03**      **Moved**      **From the Chair**

THAT the Minutes of the Executive meetings held at the Brentwood Hotel, Wellington, Thursday 14 to Saturday 16 November 2019 (MX19/019) and by Zoom on Sunday 2 February 2020 (MX20/001) be approved.

**Carried**

**MX20/02/04**      **Moved**      **From the Chair**

THAT the Minutes of the Management Committee meetings held at the Brentwood Hotel, Wellington, 14 November 2019 (MX19/020) and 16 November 2019 (MX19/021) and at National Office on Wednesday 18 December 2019 (MX19/022) be ratified.

**Carried**

### **Presidential Team Report (HX20/005) [AA 3/14]**

The President spoke to his report.

### **General Secretary's Report (HX20/014) [AA 3/12]**

The General Secretary spoke to his report.

### **Regional Round-up**

Executive members shared their region's significant issues and current concerns. A common theme emerged – Teaching Council fees.

*The meeting adjourned with karakia led by Kaumātua Henare Hutana at 8.30 pm to resume on Friday 21 February 2020. A waiata was sung.*

## **FRIDAY 21 FEBRUARY 2020**

*The meeting recommenced at 9.00 a.m. with karakia led by Kaumātua Henare Hutana. A waiata was sung.*

### **Kaupapa Māori**

Kaumatua Henare Hutana led this session. Executive practised the waiata Whakataka te hau as a roopu, after finalising the series of questions that were going to be asked of the Educating Council.

### **Informal Plenary: Teaching Council – Fees Increase**

Teaching Council Chief Executive Lesley Hoskin, Chairperson Nicola Ngarewa and staff were welcomed into the meeting with a mihi whakatau. Executive member for Otago Joe Hunter

and President Jack Boyle introduced them and invited them to speak. Lesley Hoskin addressed the meeting before opening the floor up for questions and comments. Executive members took this opportunity and a copy of the questions and answers are **attached as Appendix 1**. President Jack Boyle thanked Lesley Hoskin for taking the time to speak to Executive and for extending the deadline for submissions on the proposed fees increase.

*The meeting adjourned for morning tea from 10.40 am to 11.10 am. An Executive photograph was taken.*

### **Standing Committees – Strand 1**

The Executive worked in standing committees for Professional, Conditions and Schools from 11.10 a.m. to 11.40 a.m.

### **Standing Committees Strand 2**

The Executive worked in standing committees for Association, Political and Membership from 11.40 a.m. to 12.30 p.m.

*The meeting adjourned for lunch from 12.30 p.m. to 2.00 p.m. Women’s and men’s meetings took place from 1.30 p.m. to 1.45 p.m.*

### **Informal Plenary: Campaign for Fair Teaching Council fees update**

Susan Haugh gave an update on PPTA action against the fees increase, referring to the branch paid union meetings, taking place in branches, to discuss and vote on a response. She said material had been provided to assist branch chairs and a Zoom meeting had taken place with regional chairs so that support could be provided to the regions who needed it. Several PUMs had already taken place. Susan explained the new survey link which would go live on Saturday. She then opened the floor for questions and comments.

### **Informal Plenary: Scenario – A proposal for PPTA rebrand**

Joy Hellyer, Rachel Robinson and Christina Kirk Wilson from Scenario Communications Limited were welcomed into the meeting with a mihi whakataua. Austen Pageau introduced them and invited them to address Executive. Rachel Robinson showed and spoke to a PowerPoint presentation on the proposed PPTA rebrand. Executive members were then invited to ask questions and comment.

*The meeting adjourned for the day at 2.55 pm with karakia led by Kaumātua Henare Hutana. A waiata was sung.*

## **SATURDAY 22 FEBRUARY 2020**

### **Karakia**

*The meeting reconvened at 9.00 a.m. with karakia led by Kaumātua Henare Hutana. A waiata was sung.*

### **Association Plenary**

**International Summit of the Teaching Profession, Valencia, Spain, 1 to 3 June 2020 (HX20/001)**

**MX20/02/05            Moved            Jacinta Grice/Rob McCafferty**

1.                    THAT the report be received; and

2. THAT the President's attendance at the International Summit of the Teaching Profession, Valencia, Spain, 1 to 3 June 2020 be endorsed at a cost of up to \$4,500 from budget line GY5230.

**Carried**

**Advisory team – work programme report (HX20/003)**

**MX20/02/06          Moved          Jacinta Grice/Chris Abercrombie**

1. THAT the report be received; and
2. THAT the draft 2020 work programme for the policy and advisory team be endorsed.

**Carried**

**Statement of Financial Performance to 31 December 2019 (HX20/012)**

**MX20/02/07          Moved          Chris Abercrombie/Jacinta Grice**

1. THAT the report be received; and
2. THAT the Executive note a likely overspend in budget line AI6320 – IT - Computer Svc & Supplies as a result of needing to repair systems after a February 2020 ransomware attack (as detailed in HX20/013).

**Carried**

Questions and answers on the Statement of Financial Performance (**attached as Appendix 2**).

**Ransomware Attack (HX20/013)**

**MX20/02/08          Moved          From the chair**

1. THAT the report be received.

**Carried**

**Xero Accounting System (HX20/015)**

**MX20/02/09          Moved          Raj Dawson/Chris Abercrombie**

1. THAT the report be received; and
2. THAT Executive approves the implementation of the Xero accounting system and recommended "Add-ons" to replace the current Attaché accounting system, with the cost of \$9,750 (as per the quotation) to be coded to RO4800 Computer Equipment Software.

**Carried**

## **Professional Plenary**

### **Moving ahead on Communities of Learning (HX19/116)**

**MX20/02/10          Moved          Tania Rae/Simon Reid**

1. THAT the report be received; and
2. THAT Executive note that the consultation process required by the 2018 Annual Conference on proposals for structural changes to the Community of Learning model has been completed and no proposals have been replaced or added; and
3. THAT Executive reaffirm the following changes as the basis for beginning discussions on structural adjustments to the Community of Learning model with the Minister and Ministry of Education:
  - a. Halving the number of secondary school within school teacher roles and making the remaining roles permanent. In addition, creating CoL task payments and time allowances for those not in within school or across community roles in order to build wider commitment and participation in the communities of learning.
  - b. Requiring external input for within school teacher appointments.
  - c. Strengthening the alternative career pathway and enhancing sharing of good practice by agreeing that at least one across community teacher per Community of Learning is a permanent position with responsibility for inter-community liaison.
  - d. Addressing additional teacher workload created by the CoL, and improving professional growth by expansion of IT time to an entitlement of 40 hours per year per FTTE.
  - e. Addressing employment, administration and governance issues by creating and resourcing community of learning boards within the Education Act; and
4. THAT Executive approve discussions with the Ministry of Education on a potential variation to the STCA on items 3a, and 3b above with the goal of a variation to the STCA before 2022; and
5. THAT claims to enact 3 (a) to (d) be included in the 2022 STCA round, subject to the outcomes of the discussions on a variation to the agreement prior to 2022; and
6. THAT Executive approves discussions with NZEI and area schools on coordinated changes to CoL-wide provisions in the next collective agreement round; and
7. THAT Executive maintains a commitment to rebalancing the internal relativities between middle leaders and Community of Learning roles.

**Carried**

**PPTA Professional conference 2020 Update 3 (HX20/009)**

**MX20/02/11            Moved            From the Chair**

1.                    THAT the report be received.

**Carried**

**Professional Development Fund Report February 2020 (HX20/011)**

**MX20/02/12            Moved            From the Chair**

1.                    THAT the report be received.

**Carried**

**Establishing the Teacher Wellbeing Taskforce (HX20/016)**

**MX20/02/13            Moved            From the Chair**

1.                    THAT the report be received; and
2.                    THAT a Teacher Wellbeing Taskforce be established, to report to the 2020 Annual Conference; and
3.                    THAT the Taskforce be constituted as follows:
  - a.    One Executive member, selected by the President and General Secretary from members' self-nominations;
  - b.    Two regional Representatives working in Middle Leadership (preferably one in a pastoral role and at least one from Tāmaki Makaurau), selected by the President and General Secretary from self-nominations;
  - c.    One Guidance Counsellor;
  - d.    One member of Te Huarahi, selected by Te Huarahi's own processes; and
4.                    THAT the Wellbeing Taskforce be funded for an initial meeting in 2020, at a cost of up to \$6,000 from PA395X.

**Carried**

**Membership Plenary**

**Field Service Report to Executive (HX20/006)**

**MX20/02/14            Moved            From the Chair**

1.                    THAT the report be received.

**Carried**

## **Report on preparation for Issues and Organising Seminar 2020 (HX20/010)**

**MX20/02/15          Moved          From the Chair**

1.                    THAT the report be received.

**Carried**

## **Political Plenary**

### **Looking as good as we feel – the PPTA branch refresh (HX20/008)**

**MX20/02/16          Moved          From the Chair**

1.                    THAT the report be received.

**Carried**

## **Schools Plenary**

### **Surplus Staffing report to Executive on the 2019 round (HX20/007)**

**MX20/02/17          Moved          Miles Winter/Vinnie Monga**

1.                    THAT the report be received; and
2.                    THAT the surplus staffing taskforce develop specific process advice and guideline kits for internal school reorganisation/restructuring; and
3.                    THAT the surplus staffing taskforce advise the May 2020 Executive on the maintenance of skills and knowledge of surplus staffing processes over the period of roll growth to 2025.

**Carried**

## **Conditions Plenary**

### **Options to improve Teaching Council Conduct processes (HX20/004)**

**MX20/02/18          Moved          Chris Abercrombie/Austen Pageau**

1.                    THAT the report be received; and
2.                    THAT PPTA advocate that:
  - a.                    The Teaching Council improves its advice on mandatory reporting of possible serious misconduct so that advice reflects the high threshold set in the Education Act; and that the Teaching Council is proactive in releasing and promoting this advice.
  - b.                    The Teaching Council improve its triaging so that it quickly identifies and progresses cases and ensures that cases referred for assessment are more than minor or reflect the high threshold set for possible serious misconduct in the Education Act.
  - c.                    The current impairment process be removed and a separate health process be established.
  - d.                    The Teaching Council improves the way that cases can be progressed through conduct processes on an agreed basis.

- e. The reintroduction of the power of the Conduct Assessment Committee (CAC) to make determinations on issues of serious misconduct.

**Carried**

## **Committees and Portfolios**

Nominations were called for the following committees and portfolios:

**Adult Community Education:** Vacancy

**Area Schools:** Raj Dawson

**Careers and Transition Education (CATE):** Kevin Greig

**Conditions Strategy Advisory Committee:** Jacinta Grice, Powhiri Rika-Heke, Austen Pageau, Graham Sharp, Miles Winter

**CTU National Affiliates Council:** Rob Torr

**Curriculum Advisory Committee:** Chris Abercrombie, Lawrence Mikkelsen, Tania Rae, Louise Ryan, Graham Smith, Melanie Webber

**Establishing Teachers:** Vinnie Monga

**Executive Ethics Appeal Board:** Vinnie Monga

**Executive Ethics Committee:** Chris Abercrombie, Miriama Barton, Rob McCafferty, Tania Rae, Powhiri Rika-Heke

**Health and Safety:** Rob Torr

**ICT and Secondary Schools:** Kevin Greig, Miles Winter

**I & O Planning Committee:** Jacinta Grice, Powhiri Rika Heke

**Learning Support:** Joe Hunter, Jacinta Grice

**Management Committee:** Joe Hunter, Tania Rae, Simon Reid

**Management Committee Financial Liaison Person:** Chris Abercrombie

**Middle Leadership:** Graham Sharp, Miles Winter

**PLD Fund:** Louise Ryan

**Political Strategy Committee:** Chris Abercrombie, Joe Hunter, Evan Jones, Lawrence Mikkelsen, Austen Pageau, Tania Rae, Louise Ryan, Melanie Webber, Jillian Woods

**Professional Issues Advisory Committee:** Joe Hunter, Evan Jones, Tania Rae, Simon Reid, Jillian Woods

**Rainbow Taskforce:** Vinnie Monga

**Rural Education Reference Group:** Mike Waller

**Sabbaticals:** Tania Rae



**Secondary Principals' Council:** Simon Reid

**Senior Positions Advisory Committee:** Melanie Webber

**Secondary Qualifications Advisory Group:** Melanie Webber

**Social Secretary:** Jacinta Grice

**Study Awards:** Graham Sharp

**Surplus Staffing Taskforce:** Chris Abercrombie, Miles Winter

**Te Roopu Matua:** Joe Hunter, Vinnie Monga, Powhiri Rika-Heke

**Women's Network:** Jacinta Grice

**Men's Network:** Rob Torr

## **Association Budget**

**MX20/02/19            Moved            Chris Abercrombie/Graham Sharp**

1.                    THAT the report be received; and
2.                    THAT it be noted that all items involving expenditure have been examined and that where costs exceed existing budget allocations, these costs have been noted and can be met from under-spending in other budget lines or, where there is no such under-spending, can be met from the Emergency Fund.

**Carried**

## **General Business**

**2020 I & O Seminar**

**Moved                    Graham Sharp/Austen Pageau**

THAT Executive be invited to attend the 2020 I & O seminar with the cost associated with this to be paid by National Office from the current budget surplus.

**Lost**

*The meeting adjourned for morning tea at 10.38 a.m. with karakia led by Kaumātua Henare Hutana, to reconvene at 11.10 a.m.*

## **General Business (Continued)**

### **Professional Conference**

Miles Winter asked whether executive members' costs were covered for participation at this conference in August and who would be organising travel. PLD Fund co-ordinator, Kirsty Farrant said that a grant of \$400 per person was available towards the cost of travel and accommodation.

**Political Strategy**

Austen Pageau voiced his concerns that there were no political papers for consideration at this executive meeting. He said a meeting had taken place last year and a strategy needed to be put in place, given it was an election year. Funds had been allocated for only one meeting in 2020, no SWAT analysis had been produced and he was concerned about that. DGS (Policy) Yvonne Oldfield took the feedback on board.

**I & O Planning Committee 2020**

An election took place and Chris Abercrombie was elected to replace Bernie Lee on the 2020 I & O Planning Committee.

The President expressed his thanks and he acknowledged the work done at the meeting.

**Conclusion**

The meeting concluded with karakia led by Kaumātua Henare Hutana at 11.45 p.m. A waiata was sung.

Minutes approved as a correct record on 7 May 2020.

.....  
**Chairperson**