



21 August 2019

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Tēnā koe Michael and Scott

### **Alternative Leadership Arrangements for Kāhui Ako - Secondary Principals' Collective Agreement**

I have undertaken to seek a variation to amend the Primary Principals' Collective Agreement to allow for greater flexibility of leadership arrangements including dual leadership.

While this progresses I will agree to the following alternative leadership provisions, as they relate to secondary principals and secondary teachers in senior leadership roles:

Where a Kāhui Ako is unable to make an appointment to the Kāhui Ako Leadership role from the existing principals from within the Kāhui Ako, the following options are available:

- A. Appointment of two principals or senior leaders (or combination) to share the role and associated resources concurrently (dual leadership) who will be paid allowances which combined total \$30,000 per annum; or
- B. Appointment of a senior leader to the Kāhui Ako Leadership role who is paid an allowance of \$30,000 per annum; or
- C. Appointment of two principals or senior leaders (or combination) to share the role and associated resources concurrently (dual leadership) who will be paid allowances which combined total \$25,000 per annum; and up to two principals or senior leaders (or combination) appointed to undertake other leadership responsibilities, defined in substance and time by the Kāhui Ako's shared achievement plan, who are each entitled up to receive an allowance of \$2,500 per annum. A candidate will be selected on the basis of his/her ability to provide the specific expertise required.

For clarity, such alternative arrangements do not generate additional resources in respect of the Kāhui Ako leadership role, including both remuneration and time allowances. The resourcing arrangements are to be determined and agreed by the Kāhui Ako, from within the specified entitlements for the role, and will be subject to terms and conditions specified within the appointee(s)' collective agreement.

Where a Kāhui Ako is unable to make an appointment to the Kāhui Ako Leadership role under these arrangements I will continue to consider other alternative appointments in accordance with clause 3.7.7 of the Secondary Principals' Collective Agreement.

This may result in alternative arrangements for the payment of the allowance(s) outlined in clause 3.7.2 and for the provision of the time allowance outlined in clause 3.7.9 of the Secondary Principals' Collective Agreement.

This approval may be subject to conditions.

Nāku noa, nā



Iona Holsted  
Secretary for Education