

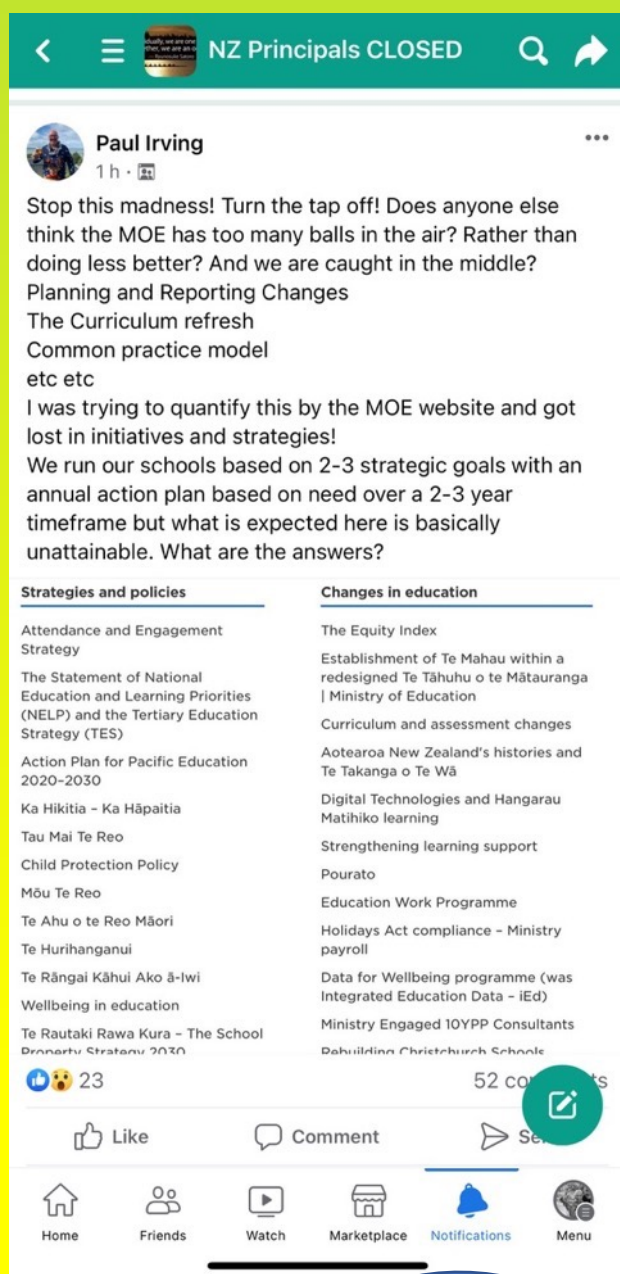
Statler (Hamish) and Waldorf (Leo), a monthly vent from the balcony.....

[often referred to as a bit of dribble from two crusty old principals...]

I don't know why and I can't really put my finger on it but I seem to be more agitated with my principal life this week than usual. It could be that I spent a few days with Hamish in Rotorua which never helps, it could be old age, or it could be a result of everything else that has rolled across my principals table in recent days.

So with this in mind, I started to go back through my diary, files and thoughts to find the things that truly brassed me off, got stuck in my craw, raised the blood pressure, scrunched my undies into a knot and generally made me go...mmmm. (Cool C&C music factory reference)

<https://www.youtube.com/watch?v=MoZ33bcs1Tg>



One of my favourite wind ups for month came from our old mate Tony (Governor) Grey who shared the Principal's Page post pictured on the left, which truly encapsulates how challenged or pressured we are all feeling at the moment. Congratulations to Paul who so succinctly highlighted the sheer volume of work we are undertaking and documents we are exploring and trying to process. While at the same time as trying to support staff, communities, students and provide some incidental learning opportunities.

Unfortunately the notion of trying to do 1-2 small things really well is no longer an option, or feasible. I would also suggest that I didn't feel any better when I learned that the Waikato are not likely to appoint any additional Curriculum Support Advisers anytime soon! In short it looks like we keep wading through the mire, have to sort it out ourselves and hope we get it right. Education by Osmosis 101!

On Wednesday morning I was quietly having my Vogel's (double toasted) and a cup of tea watching the 7am AM show and low and behold Chris Luxon popped on to announce his 'vision' for improving learning in NZ. Who would have thought that a Air NZ CEO knew so much about education?

Wow...National Standards +Science who would have thought, so creative Chris (Dripping Sarcasm). Geez the tea came out the nose, the toast go stuck in the throat and my vocabulary would have made a nun blush.

At a time we we are already under the pump, we have more working parties than any other time in our history, we consider the failure that was National Standards previously and consider the fact that no-one wants it, how stupid can National get. It bothered me further when he stated that in his talks with Principals, this is what they wanted! 'Yeah Right! (Tui Ad Reference)

I did however love the Pat Newman's interview re Luxon's proposals for education (link below). Love your work Pat! I'd buy you a beer. (PS Hamish will pay).

<https://www.facebook.com/100000024089426/posts/pfbid038DB8hCaguEyhQWTuMjQPreaW7U2BERdbqvakLoyQZQqeVqxDQGFVYtdx48zXqzb3l/?sfnsn=mo&mibextid=6aamW6>

https://www.rnz.co.nz/audio/player?audio_id=2018883025&fbclid=IwAR1Hp-m7wF1oq136sVW4W_iwB4ac9aOkPI83SNNZfGqvPF5eCfy9XqWrLyBg



Primary staffing compared to secondary

Table 3: Staffing entitlement and management unit allowances for a sample of similarly-sized primary and secondary schools

	2018 Staffing roll	Curriculum staffing entitlement FTE*	Management staffing entitlement FTE	Base guidance staffing entitlement FTE	Management Salary units allocated to teachers \$4000/year	Middle Management allowances allocated to teachers \$1000/year	Senior Management allowances allocated to teachers \$1000/year
Secondary school	303	18.8	2.6	2.3	35	21	3
Primary school	308	13.2	1.9	N/A	16	N/A	N/A
Secondary school	628	35	4.2	2.3	57	35	3
Primary school	620	26.6	2.5	N/A	34	N/A	N/A
Secondary school	869	46.7	5.2	2.3	72	45	3
Primary school	865	37.2	2.9	N/A	48	N/A	N/A

Notes: The staffing entitlement and management unit allowances is for a sample of similarly-sized primary and secondary schools. It does not take into account the number of students in each year level in the sample schools (which affects the curriculum staffing entitlement).
* Full-time teacher equivalent.

Secondary Principals’ Collective Agreement (signed 14th February 2023)

Based on roll of 624 (U6 grading) with an Equity Index Rating above 478

Ministry of Education staffing and management allowances based on page 113 “Our Schooling Futures”, Report of Tomorrow’s Schools Independent Taskforce)

Base Salary	As from December 2022 (+\$4,000 to previous)	\$131,564
Staffing funding component	35 teaching staff \$162 x 35 + \$12,231	\$17,901
Equity Index Payment	Payable to schools in top 40% of the index	\$4,302
Leadership in Raising Potential	Year 11 to 15 student component (50% of roll) 3.1.4 (i) per annum payment 3.1.4 (ii) payment per Yr 11 -15 student	\$12,000 \$1,987
Principals Career Structure (Level 3)	As from May 2018	\$11,143
Professional Coaching and Wellbeing Allowance	MoE support to all Principals. (can access additional from Board)	\$6,000
Total gross earnings		\$184,897

The key wind up being that if we go back to 2021 and the Puaotanga report which painted a dire picture of our schools, there is still no change, no action, no difference.
<https://www.nzeiteriuroa.org.nz/campaigns/puaotanga>

Primary Principals’ Collective Agreement (2019-2022, now expired)

Based on roll of 624 (U6 grading) with a decile rating in the lowest 40%

Ministry of Education staffing and management allowances based on page 113 “Our Schooling Futures”, Report of Tomorrow’s Schools Independent Taskforce)

Base Salary	Effective August 2021 (still current)	\$127,564
Staffing funding component	26.6 teaching staff \$162 x 26.6 + \$12,231	\$16,540
Decile funding	Decile 3 or 4 (highest 20 to 40%)	\$2,855
Leadership in literacy and numeracy	\$80 per entitlement teacher	\$2,128
Primary Principals Career Structure (Level 3)	Effective May 2017	\$9,884
Equity Index payment	See Decile funding above	
Professional Coaching and Wellbeing Allowance	Not applicable	
Total gross earnings		\$158,971

Primary Principals’ Claim and offer Comparison.

This table provides a summary of the claims endorsed by members and that have been tabled in negotiations with the Ministry of Education.

Item	Key Campaign Issues	Summary of the Claim	Offer-#1 Rejected by members	Current Offer
1	Staffing	Recommendation #25 - Parity with secondary schools, staffing and resourcing	No	No
2	Staffing	Full Resourcing of Support Staff	No	No
3	Hauora/Support	Hauora / Wellbeing Fund \$10k	No	Partial
4	Hauora/Support	As of right hauora (sabbatical) leave - One (1) term for every five (5) years of service	No	Partial
5	Hauora/Support	Support - staffing and resourcing - for Change Management	No	No
6	Hauora/Support	More "Accord Days"	No	No
7	Hauora/Support	Stop deducting sick leave over weekends	Partial	Yes
8	Hauora/Support	Options for sector use of accrued sick leave	No	No
9	Pay/recognition	Correct "mileage" rate to IRD standard	No	No
10	Pay/recognition	Pay Parity with Secondary Principals - Salary and all other remuneration	No	No
11	Pay/recognition	Pay Increase (Percentage and/or Flat Rate Rise) - Maintain the value of a principal's salary	Partial	Partial
12	Staffing	Support for First Time Principals - Additional Management Staffing	No	No
13	Pay/recognition	Secondment Opportunities that preserve and protect terms and conditions.	Partial	Partial
14	Staffing	Introduce Leadership Advisor roles. Support for principals and Career development opportunities.	No	No
15	Contract Term	- To ensure change happens in a timely manner	Yes	Yes
16	Pay/recognition	NZEI Member Only Benefit - Delay pass on of revised conditions.	No	Partial
17	Pay/recognition	Principal Recognition Allowance (PRA) of \$5,000 for principals in schools with additional or special features	No	No
18	Staffing	Small Schools - Staffing for all school, minimum of 2.0 FTE	No	No
19	Staffing	Small Schools - Staffing to ensure that all U2 Principals are fully released.	No	No
20	Pay/recognition	Small Schools - Provision for principals in small schools to be paid for roles such as Tutor Teacher	No	No
21	Pay/recognition	Small Schools - Salary Relativity - Greatest of 5.2.1 PPCA or Step 11 PPCA + 6x 'R' Units + 2x PRA = \$124k (TBC)	No	No
22	Pay/recognition	Principal Recognition Allowance (\$5,000) for principals leading in Te Reo / Pasifika / Sign Language	No	No
23	Sector specific	Specialist Schools - Five specific claims developed by Specialist School Principals	No	No
24	Sector specific	Rural & Remote - Package of resourcing to support small / rural schools impacted by isolation	No	No
25	Sector specific	Chatham Islands - Specific changes to the Chatham Island only provisions	No	No
26	Sector specific	Chatham Islands - Specific changes to the Chatham Island only provisions	No	No
27	Pay/recognition	Initial Teacher Education (ITE) - Principals who support ITE in schools recognised with PRA (\$5,000)	No	No

5/27 Score : 18%

But wait, there's more...

On Thursday of last week I was asked to speak on behalf of Principals on the National Strike Day to highlight our concerns. In my bid to be well prepared, I started thinking about what had been achieved for Principals since the last time we went on strike and what evidence there was to suggest that any government in recent times had made any effort to genuinely address our concerns. Unfortunately, I could not find anything to suggest life had improved. That said, I could find plenty that highlighted we had not made any tangible progress and if anything, we’d gone backwards. The collective pictures on these two pages are a sad reminder of where we sit today.



As pictured the massive inequity between the primary and secondary sector remains. Secondary staffing entitlement and unit allocation remain significantly higher with no sign of change. Note secondary principals also receive a well being allowance. Obviously primary principals don’t have well being issues?

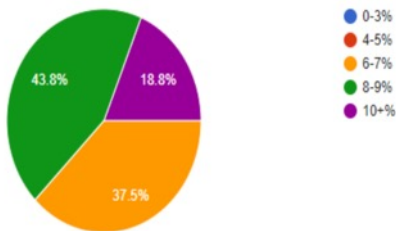


When the Principals collectively shared their needs going forward in 2022, 27 key areas were identified. Unfortunately after extended negotiation the government chose to look at 5! Hope you are feeling valued?



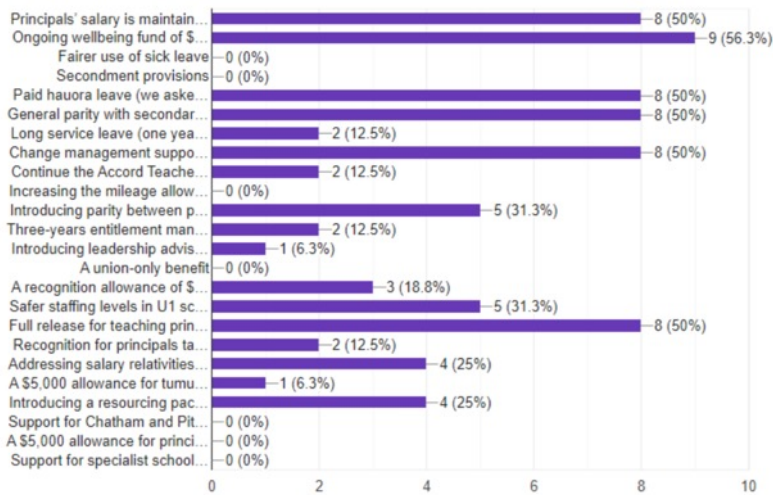
What percentage increase would you be happy to accept to address your cost of living needs? (Inflation in 2022 was running at 7.2%)

16 responses



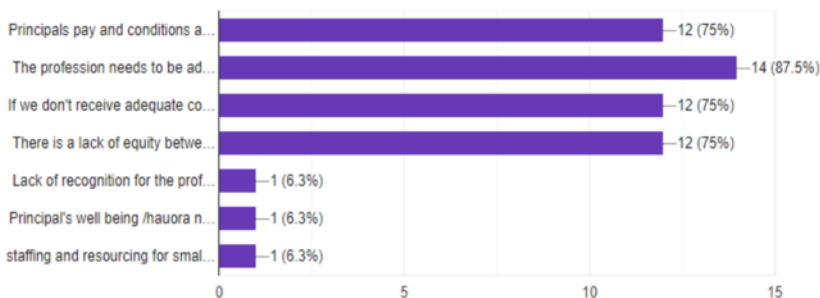
What is most important to you in the current negotiation stalemate? (select five. The link will take you through to the page where you can review what is currently offered)

16 responses



What reasons are there for industrial action (Select those that apply)

16 responses



For a Laugh to Close!

Being a School Principal in the 80 v's now

That'll do it- Easy 5 days off

When your boss asks for proof you're in hospital



124



385

Then to top off the month of darkness, I received a summary of a survey facilitated by Principals in Hauraki, Thames and Paeroa. This made for stark reading and probably was highly reflective of what our colleagues on this side of the Waikato were feeling. (Tables to the left)

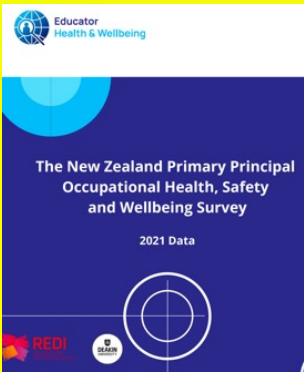
All in all in makes for grim reading. Principals remain;

- feeling underpaid,
- overburdened,
- poorly resourced,
- Undervalued
- and with low levels of Hauora.

Definitely takes you back to what we were collectively espousing in the 2021 NZEI Survey pictured below. Obviously our cries will continue to fall on deaf ears or be declined due to financial constraints and higher priorities like; electric cars, cycle lanes, voting for 16 year old's, PM trips to Antarctica, increasing staffing in Ministry Offices and forming working parties in Wellington. Makes me want to get in my petrol guzzling Holden, drive spewing exhaust, do burnouts and burn stuff! (Sorry having a Hauora moment)

It also suggests that based on the government track record or securing outcomes for Principals, things aren't likely to improve anytime soon.

I could go on and delve into things like the Common Practice Model, how to ensure Principalship remains an aspirational career and other stuff but we will save that for another time.



Provocative Reading and listening:

<https://www.stuff.co.nz/opinion/300823188/dave-armstrong-dr-dawkins-and-his-misreading-of-mtauranga-mori>

https://www.rnz.co.nz/audio/player?audio_id=2018883025&fbclid=IwAR1Hp-m7wF1og136sW4W_iwB4ac9aOkP183SNNZfGgvPF5eCfy9XqWrLyBq