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Editor:
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ISTANZ NEWS

From The President. .



I hope that by the time you have received this Newsletter that you will be refreshed by a couple of weeks break from school. I know that Diana and I enjoyed a few days respite in the South Island. The very cold weather was more than compensated for by the beautiful sunny days.

EMPLOYMENT ISSUES:

A lot of energy has been going on behind the scenes building up an effective employment issues infrastructure. We are hoping to be able to provide bargaining training in the not too distant future. We are exploring ways of making use of the Employment Mediation Service. We are also looking for appropriate employment advisors and mediators whom we can contract to. We are meeting with a variety of organisations, such as PPTA, to explore possibilities.

A year ago we felt somewhat daunted by the prospect of being a "union". Now it does not seem nearly so bad. We are making progress on your behalf.

NCEA:

Much has been written in the media about NCEA. No doubt those of you who are secondary teachers will have attended your local training days. I hope they have been helpful to you. Given that we are faced with a change at year 11 level in 2002 it is important that we are well prepared. Many schools I know are well advanced on the setting up of policies and implementation processes and procedures. Some schools are struggling to see their way forward in the implementation process.

Perhaps this is one way that ISTANZ can help? Whilst our energies are currently focussing on employment issues I am sure that if help, advice or guidance is needed we will do our best to set you off in the right direction. [e.mail me at bbo@fs1.dilworth.school.nz – note that it is fs one not L].

Have a productive term three as we look forward to warmer weather.

Bruce Owen

ANNUAL MEETING of ISTANZ

The Annual Meeting of ISTANZ will be held on Saturday 28 July at 2.00pm at the Brentwood Hotel, 16 Kemp Street, Kilburnie, Wellington. All members, particularly those in Wellington, are invited to attend. Details of the agenda, notices of motion, financial statement etc will be distributed to your school representative shortly.

NZEI ANNOUNCE THEIR COLLECTIVE AGREEMENT SETTLEMENTS

The parallel collective agreements for primary teachers include:

- A 2% pay increase from 11 July with a further 1.5% in July 2002.
- Continuation of unified pay scales for primary and secondary teachers and Principals.
- A government contribution to a superannuation scheme and a working party to investigate the scheme further.
- Full reimbursement of removal expenses.
- Entitlement to a year's sabbatical leave without pay every 5 years and for a term's leave every three years.

There are other provisions that are more specifically related to state conditions.

We are led to believe that PPTA are in the process of bargaining. On the basis of a commitment to pay parity it is likely that the pay increases will be the same. We will have to wait and see.

EMPLOYMENT ISSUES

A number of schools are getting ready to begin their round of negotiating their Employment Agreements.

The Act provides for three types of Employment Agreement:

- A collective agreement.
- A collective agreement with any additional terms and conditions of employment.
- Individual employment agreements.

The Act provided for employees to decide what sort of agreement they want. For instance if teachers from a particular school wish to change from individual agreements to collective agreements then the employer is obliged to bargain with the appropriate union on that basis. Of course the reverse can apply.

Individual work places, *i.e.* in our case individual schools, have the right to form their own union, or join an existing union. ISTANZ argues that we already exist as a union and that we are providing the infrastructure to support the bargaining process. Individual agreements do not require the involvement of a union.

We will supply more employment information in the next issue.

MORE ON THE EDUCATION COUNCIL

The Education Amendment Bill No 2 before Parliament at present includes setting up the Education Council. National Secretary Malcolm Walker met with Parliament's Education and Science Select Committee in May to press our case for inclusion in the Council along with all other teachers.

The new Council will take over the Teacher Registration Board and the registration of teachers and also has many other functions. It must formulate an overall Code of Ethics for all teachers, monitor entry standards and teacher training providers, discipline teachers, oversee teacher competence, and misconduct issues, coordinate police vetting checks of all who work in schools, and promote best teaching practice.

The proposed Council has only 4 of the 11 on the Council directly elected. One each from early childhood, primary, secondary teachers and principals. Three are by nomination from PPTA, NZEI, and the Schools Trustees Association, the rest including the Chair, are to be appointed by the Minister.

Case For Independent School Representation:

ISTANZ believes state teachers then get represented three times through this [once by direct election, through their union and through the S T A as they have a teacher

on every B O T] and we will have no representation. We have 1800 teachers in very diverse non-state schools, and need to be represented, and not just through a short term ministerial appointment. This view seemed to be accepted by some of the Select Committee.

Our solution is to have a practicing teacher from an independent school elected to the Council.

VISITS TO CHRISTCHURCH SCHOOLS

Late in term two, at their invitation, Malcolm Walker was invited to two major independent schools to talk about collective contracts under the Employment Relations Act. Teachers at Christ's College and St Margaret's College want to renegotiate their collective agreement and have been carefully exploring how this is now done. At another school they reported that they had priced getting legal help to go through the process of forming an Incorporated Society with a constitution acceptable to the Registrar of Incorporated Societies and then becoming a Registered Union. The result was that the relatively modest fee for belonging to ISTANZ was cheaper!!

Both meetings were valuable with a lot of discussion and dialogue that will continue.

There have been similar visits to Auckland schools.

We would welcome requests to meet teachers in any school

VICE PRESIDENT

We received one nomination for the position of Vice President. David Beer of Rangi Ruru Girls' School, Christchurch is duly appointed to the position. David joined the Executive last year and has already made a useful contribution to the affairs of the Association.

MEMBERSHIP

It is still not too late to join the Association. Membership is one of our main issues. If we are to provide a useful service as a professional association and a union then we need the numerical support to give us a financial base to work on.

Our membership fee of \$100.00 is very modest in comparison with other associations and unions. In order to keep it that way we need your membership now.

Your ISTANZ representative or Deputy Principal has spare copies of membership forms.

FILL IT IN NOW

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