

Variation to the Secondary Principals' Collective Agreement 2016-2019
Terms of Settlement
25 August 2017

This document sets out the terms of settlement for a variation to the Secondary Principals' Collective Agreement 2016-2019 (SPCA), reached by agreement between the Secretary for Education (Secretary), the New Zealand Post Primary Teachers' Association (NZPPTA) and the Secondary Principals' Association of New Zealand Inc (SPANZ Union).

Agreement to the variation was reached following discussion between representatives of the Ministry of Education and the NZPPTA (with the authority to also represent SPANZ Union), and shall be subject to ratification by NZPPTA and SPANZ Union members pursuant to section 51 of the Employment Relations Act 2000.

This document records the agreed variation to clause 3.7 of the SPCA as follows:

3.7 Allowance for Community of Schools Leadership role and the recognition of other leadership responsibilities

3.7.1 Each Community will be entitled to recruit a Community Leadership role from within the Community, and be entitled to allocate an allowance to the principal for undertaking that role.

3.7.2 The following are two approved arrangements for the appointment of a secondary school principal to a Community Leadership role within a Community that has a secondary school(s):

- (a) One principal appointed to the Community Leadership role who is paid an allowance of \$30,000 per annum; or
- (b) (i) One principal appointed to the Community Leadership role who is paid an allowance of \$25,000 per annum; and
- (ii) Up to two principals appointed to undertake other leadership responsibilities, defined in substance and time by the Community's shared achievement plan, who are each entitled to receive an allowance of \$2,500 per annum. A principal will be selected on the basis of his/her ability to provide the specific expertise required.

Note that in both arrangements this is in addition to other remuneration, including career structure payments.

3.7.3 Each appointment to the Community Leadership role is subject to an agreed selection process and criteria (affirmed by an external professional adviser).

3.7.4 The allocation of other leadership responsibilities to a principal (or principals) is defined in substance and time by the Community's shared achievement plan.

3.7.5 The period of the appointment for the Community Leadership role or for principal(s) allocated other leadership responsibilities will be determined by the Community according to its shared achievement plan. The period of the appointment/s shall be for a fixed period of up to two (2) years, as agreed by the principal/s and the employing board/s and subject to clauses 3.7.6, 3.7.8, 3.7.10 and 3.7.11 below.

3.7.6 The appointment of a principal to the role outlined in clause 3.7.1 may be renewed by the employing board for a maximum of one further period of up to two (2) years, subject to clauses 3.7.8, 3.7.10 and 3.7.11 below, the agreement of the principal and employing board, and any conditions set by the Secretary under clause 3.7.7 below.

- 3.7.7 Where a Community is unable to make an appointment to the Community Leadership role from the existing principals from within the Community, the Secretary for Education may agree to alternative appointments other than those outlined in clause 3.7.2 above. This may result in alternative arrangements for the payment of the allowance(s) outlined in clause 3.7.2 above and for the provision of the time allowance outlined in clause 3.7.9 below. This approval may be subject to conditions.
- 3.7.8 Where an acting appointment to the Community Leadership role becomes necessary, the allowance, or part thereof as appropriate, will be payable to the appointee(s) undertaking that acting role.
- 3.7.9 The employing board, or boards in combination, shall receive in total a 0.4 FTTE time allowance for the fixed period of the appointment to enable the appointee(s) to fulfil the functions of the role. For clarity, this does not apply in respect of principals allocated other leadership responsibilities.
- 3.7.10 The allowance for the Community Leadership role or for principal(s) allocated other leadership responsibilities may be suspended by the employing board(s) where the principal is undergoing competency processes as outlined in clause 6.2.2, and/or disciplinary processes as outlined in clause 6.3.
- 3.7.11 The allowance for the Community Leadership role or for principal(s) allocated other leadership responsibilities will cease to be payable in the following circumstances:
- (a) where the principal ceases to be employed as a principal at that school; or
 - (b) where, with the agreement of the board, in consultation with the Community, the principal voluntarily relinquishes the role; or
 - (c) where the fixed period of the allowance ends, regardless of whether the principal remains employed at that school; or
 - (d) where the board becomes ineligible to make the allowance available (In such circumstances the principal will be provided with three months' notice, except where there is a lesser period due to the expiry of the fixed term).

The parties on signing this document acknowledge, subject to any subsequent agreed editorial changes, that this reflects the agreement reached in the settlement of the variation to the Secondary Principals' Collective Agreement 2016-2019.

Signed at Wellington on 25 August 2017

Jane Benefield
Advisory Officer
New Zealand Post Primary Teachers' Association

Roanna Chan
Principal Adviser
on behalf of the Secretary for Education

Scott Haines
Executive Member
SPANZ Union

Witnessed by:
Rob Gold
Principal Adviser Employment
NZSTA