

Issue 49  
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## FROM THE CHIEF EXECUTIVE OFFICER



### FAIR DEAL FOR SUPPORT STAFF

ISEA staff joined more than a thousand school support staff who marched and rallied outside the offices of dozens of government and coalition MPs as part of "Fair Deal Friday". This march, on August 7th, was organised by the NZEI to show support and to gather signatures for a petition that was delivered to MPs' offices around the country. ISEA recognises the valuable work done in this campaign by the NZEI for support staff in state schools and the flow on benefits for our members in independent schools. As such, Employment Officer Mairi Ferguson and Chief Executive Officer Grant Gillon joined other support staff and union members at Papatoetoe and marched to Pita Sharples' office in the town centre.



ISEA Employment Officer, Mairi Ferguson at the support staff rally.

Non-teaching staff are historically low paid yet their pay negotiations have been ground to a halt after the government offered support staff a zero percent pay rise. This is an unfair situation for these key staff, in our schools, who have been undervalued for many years. The immediate stated goal for NZEI is to secure substantial pay increases for all NZEI support staff members. A successful campaign by the NZEI will greatly strengthen our position for bargaining on behalf of support staff in independent schools. We wish the NZEI every success and will keep members updated on progress on this issue.

Grant Gillon  
Chief Executive Officer

### NEW LIFE MEMBER



With some regret the National Executive accepted the resignation of Eric Cockerton from the Executive. At the recent AGM Eric Cockerton was elected to the position of Life Member in recognition for his support of the Association and for his services to the Executive from 2000 to 2009. From 2000 to 2007 he was the Association Treasurer. Eric, who is currently Assistant Principal, Director of Boarding, at Dilworth School was part of a group of members, who in 1999, when the Association was about to fold up, indicated a willingness to help give it a new lease of life.

Eric is currently National President of the New Zealand Boarding Schools Association and finds that his role with that organisation is quite enough. We wish him well in this important task and congratulate him on being elected a Life Member of ISEA.

### HAPPY 100th BIRTHDAY

By the time the Newsletter is circulated one of our Life Members, Gordon Campbell, will have turned 100. Gordon was first involved with the Association in 1968 when he became the representative for Dilworth School. The Association, then called ISSATA (the Independent Secondary Schools Assistant Teachers' Association) was barely a year old. When Gordon retired in 1973 he continued his interest in the Association attending meetings and conferences which he has continued to do right up to the recent AGM.



Some years ago Gordon donated a sum of money to form the capital of what was then known as the Gordon Campbell Award. The interest from the capital sum was used to enable a selected member to undertake some activity or professional development that had some value to teaching. The capital fund is now absorbed into the Association term deposits, but the intent of the original award continues in the current Professional Development Grant. The current sum of \$3000 is now budgeted for out of subscriptions.

We congratulate Gordon on attaining his centenary and thank him for his dedication to the Association.

ISEA

ISEA NEWS

REPRESENTING TEACHING AND NON-TEACHING STAFF IN INDEPENDENT SCHOOLS

# From the Employment Officer's Casebook



## SUCCESS STORY!

Over the last ten months or so we have been working on behalf of a group of members, who were not receiving all the remuneration they were entitled to under the school's collective agreement. This school has two campuses. At one campus we had a group of long-standing members, but there were none at the second campus, until a group joined ISEA some months ago. This meant they were now covered by the collective negotiated by us and in place for some years. On checking, we discovered that the school allowance, part of the total remuneration, had never been included for these staff members.

At first the school was not prepared to discuss the issue at all, but simply repeated that these staff were not entitled to the allowance – obviously untrue as there were no exceptions in the agreement.

Eventually we called in our legal advisers, and they wrote a formal letter to the Board on our behalf, foreshadowing the legal action which would follow if they continued their non-compliance with the agreement.

We were delighted, as were our members, that the Board immediately paid all the arrears owing since their joining date, and added the missing condition to their remuneration package.

This incident illustrates again the importance of belonging to ISEA, as these members had missed out on the allowance (amounting to thousands of dollars) for many years before joining.

It is always worth following through on any perceived injustices!

Mairi Ferguson

## REDUNDANCY ISSUES

In the current climate of recession redundancy is a more real issue for many.

You should be aware of two important matters relating to redundancy situations.

### 1. Government ReStart scheme.

If you are made redundant, and you have been working for at least 30 hours per week for a minimum of 6 months, you may be entitled to the government's **ReStart scheme**. This has three parts:

**ReCover** – if you have a dependent child or children and you were eligible for the in-work tax credit before being made redundant;

**RePlace** – up to an extra \$100 in addition to Accommodation supplement depending on your circumstances;

**ReConnect** – help to get you back into a job.

Probably only the first of these is going to be relevant to our members, but please note:

- You must have been in fulltime work;
- You must be actively seeking fulltime work;
- You must apply **within 20 days** of becoming redundant.

Before finishing work, you should contact your nearest Regional Labour Market Manager at the Ministry of Social Development.

Services available are:

- Assessment of entitlement to ReStart
- Referral to other available jobs in the area
- Advice on training assistance and programmes available through Work and Income
- Co-ordination of other government help available through IRD and Career Services
- Help with updating CV and preparation for job interviews
- Advice on income support services available.

### 2. Tax on redundancy payments.

Redundancy payments are taxed as "lump sum payments", but no ACC levy is included.

To calculate the tax rate, the lump sum will be added to regular pay to get an annual salary, which is then taxed at the appropriate rate.

Up to \$48,000 – 21%

\$48,001 - \$70,000 – 33%

\$70,001 upwards – 38%

### Redundancy Tax Credits

A tax rebate of six cents per dollar is available for the first \$60,000 of a redundancy payment, with a maximum claimable of \$3,600. To claim this rebate, you need to complete the *Redundancy Tax Credit* (IR524) claim form, and provide documentation that shows the amount received. This can be a signed letter from your employer; a calculation sheet showing how the redundancy amount was calculated; or a payslip that clearly shows the amount of the redundancy payment.

## CTU WOMEN'S CONFERENCE

### Report on CTU Women's Conference

There were 163 women at this conference, from about 17 unions. There was a strong education presence – NZEI and PPTA both had large groups, and TEU and TIASA were both represented from the tertiary sector.

Rose Ryan (from Athena Research) talked about the interface between work and personal health, and the changing nature of households and how that affects women in the workforce.

Both Laila Harré and Helen Kelly spoke extensively about the need for change in the structure of the union movement. Should there be different models of joining? What about free membership for teenagers working a few hours per week – on the basis of get them in early, then they are there for good!

The main concerns of the conference were **Pay Equity** and **Gender Equity**.

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Statistics show that currently in NZ the average wage for women is 12% less than that for men, while women in positions of responsibility continue to be in the minority.

Some statistics from NZEI on behalf of support staff workers:

Less than 15% of support workers are employed permanently

Many are re-contracted each year

The average length of service for most is just over 1½ years

They are paid on average \$14.98 per hour

NZEI members get paid more than non-members.

(I suspect these results might not be all that different in our schools)

All the presentations and workshops were extremely stimulating, both with content and with the calibre of the presenters. There are a lot of very impressive women out there doing amazing things on behalf of their colleagues!

As always, a large part of the enjoyment of this conference was meeting others and getting to know them. Over the two days I certainly raised ISEA's profile – including among NZEI and PPTA members who seemed remarkably ignorant of our existence!!

Mairi Ferguson

## PROFESSIONAL DEVELOPMENT GRANT

Applications are invited from members for the Professional Development Grant. The grant allows for support in any area of professional development that is not fully funded by other sources. Criteria for the award of the grant are on the website and applications can be made through the administrator Jill Brookes.

## NATIONAL EXECUTIVE VACANCY

The National Executive is looking to receive nominations from members to fill vacancies on the Executive. We are looking to receive nominations from teaching staff and support staff. The National Executive meets three times a year for a whole day meeting, usually a Saturday, in March, July and October. During the intervening period there may be some feedback and decision making which is done by email contact. The role of the Executive is governance and policy making of ISEA. Travel expenses are of course covered. If you are interested, or have nominations, please contact Jill Brookes, ISEA Administrator.

Have you visited our website yet?

[www.isea.org.nz](http://www.isea.org.nz)

You can now log in to view articles and information available only to current members.



## FROM THE PRESIDENT

### Transition times

We live in interesting times of transition. There is no question that climate change is beginning to affect our attitude towards the planet. Whether these changes are a natural course of events, or as a result of our fossil fuel extravagance, will be debated for years to come. There is no question that our fossil fuel dependency is going to have to change sooner or later. There is also no question that our burgeoning global population growth is putting enormous strain on the balance of nature. As educators our role must be to enable our younger generation to understand the challenges that are inevitably ahead of us.

### Effects of Recession

There are signs that the doom and gloom of global recession are passing. For those who have lost their jobs it will be small comfort. The predictions that our schools will face significant roll decreases so far have not eventuated. However, even as I write one ministry source predicts that based on student numbers in 2008 and in relation to other periods of recession they predict that somewhere between 1,200 to 1,600 of our students could switch to public schools!!! So far there is no indication that anything remotely near those numbers have dropped out. In fact the indicators are to the contrary. Let's hope that the positive signs continue.

### Scholarships

As part of its agreement with the Act party the Government, through its Minister for Independent Schools, Heather Roy, has announced that it will provide 250 scholarships to attend private schools. At the moment these scholarships are only tagged to the secondary school sector. The criteria for these awards are still being worked out.

### Strong membership growth

It is great to be able to report that our membership continues to grow to record levels. ISEA is in very good heart. The financial reports for the past year indicated that we have kept to budget and that financially we are in a very strong position. There is no question that having three paid staff members has made a huge difference.

Remember that ISEA is here to provide support on an individual basis and a collective basis. Our support staff coverage is also growing significantly. We now have members in virtually all the mainstream independent schools, apart from the six that have their own in house union. Do not hesitate to contact us if you need support or advice. That is what we are here for.

Bruce Owen

Going on Parental or long term leave, or retiring this year?

Don't forget to change your membership category to that of Honorary Member to keep your EBS and other benefits alive. Only \$30.00 per year.

Notify Jill Brookes, Administration Officer today to ensure continuation of access to all benefits.

[admin@isea.org.nz](mailto:admin@isea.org.nz)

## Ruby Marjorie Rogers [1920—2008]



Late last year the Rangī Ruru community was saddened to learn of the passing of Marjorie Rogers, former Deputy Principal at Rangī Ruru and, prior to that, Head of the Geography Department. Marjorie is remembered for her huge commitment to the school, where she taught from 1958 -1981, and for her concern for all its students. The esteem in which she was held was

evidenced by the large number of present and former staff who attended her funeral.

A passage in the school history refers to Marjorie in this way: "Her quiet sincerity and sense of humour endeared her to the girls and staff alike." A school magazine listed some of her skills: "Teacher of geography, biology, social studies, science, religious and social education, and clothing; a first aid officer, Monica Thacker lifesaving instructor, ballroom dancing expert, overseas tour organiser, school dance bouncer, cheerful doer of unpopular jobs, list maker and checker, perimeter prowler, counsellor, deputy principal and true friend."

In addition to her work for the school and her involvement as the wife of a Presbyterian minister Marjorie was National Treasurer for ISATA (as it was in the 1970s). She showed true dedication and diligence in this role and when she retired was made a Life Member of the Association. She continued to be an active member and was always interested in what was happening to the Association and those members she had worked over the years.

Marjorie was a good friend to all, a caring person, a very good hostess, one of those rare and wonderful people who gave unselfishly of her time to her school, her church, the community and most of all to her family.

Compiled by Jean Brouwer [Rangī Ruru Girls' School] and Jane Bellamy [ISEA Life Member].

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## ANNUAL GENERAL MEETING

Just under 20 members attended the AGM on Saturday 1<sup>st</sup> August. The financial statement and the President's Report are on the ISEA website if you wish to read them. The auditors and legal advisors were confirmed. Eric Cockerton was elected a Life Member.



*'Malcolm Walker and Bruce Owen earnestly at work considering AGM remits'*

A rule change was agreed to allowing for postal voting in future. This will allow members who are not able to attend the AGM to be able to exercise their right to vote.

Several Notices of Motion were agreed to and they have all since been followed up with the action required.

The AGM agreed to

- express support for the restriction of reassessments for NCEA internal standards to one reassessment from 2010.
- express concern that not all schools are observing the legislation covering meal breaks and to continue to inform members of their rights under this legislation.
- to urge the Minister to restore Community Education Funding (adult education or night classes).
- to urge the Minister to provide training and resources that have been promised for the realigned standards before they become mandatory.
- to commend the government for the implementation of state aid and urge our schools to use this increase to fully staff our schools and to pay support staff appropriate rates.
- to urge schools to adopt policies which will dissuade students putting images and comments about teachers on social networking sites.
- to support the delay of the implementation of national standards in primary schools.

# ISEA

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