

St Francis of Assisi Catholic School (Mairehau) – Process for Establishment

Executive Summary

I undertook a second round of consultation on three options for developing this agreed in principle Catholic schooling provision; the three consultation options were:

- Option 1: Cancel the integration agreements for both current schools and establish a new state integrated school on the current Our Lady of Fatima School site. In this option all positions at both schools would be terminated and positions at the new school would be advertised nationally.
- Option 2: Cancel the integration agreement and close St Paul's School and increase the maximum roll of Our Lady of Fatima School and re-name the larger 'new school entity'. In this option the staff of St Paul's School would lose their positions and the new positions at Our Lady of Fatima School would be advertised nationally.
- Option 3: Cancel the integration agreement and close St Paul's School and increase the maximum roll of Our Lady of Fatima School and manage the staffing of the larger (and re-named) Our Lady of Fatima School as a merger. In this option the staff from both schools would have the first option of equivalent positions in the 'new schooling entity', with the principal's position being advertised nationally. This option could only apply in the event that both boards and all staff unanimously support this as the appropriate option.

The result of the **staff** and **board** consultation shows support for the options as follows:

	St Paul's School	Our Lady of Fatima School	Total	Total
	Staff	Staff	Staff	Staff
Option 1	2	2	4	11%
Option 2	0	15	15	43%
Option 3	14	2	16	46%
Total	16	19	35	100%
	Board	Board	Board	Board
Option 1	0	0	0	0%
Option 2	0	1	1	50%
Option 3	1	0	1	50%
Total	1	1	2	100%

1. No consensus of support for any particular option resulted from this second round of consultation.
2. As Proprietor of the two schools, and having regard for the widest interests of St Francis of Assisi parish and its new schooling entity, it is incumbent upon me to make a decision in this matter.

As the Bishop responsible for this parish community I acknowledge and understand the pain of my parishioners. I accept and understand that earthquake enforced change is difficult to accept. It is the “goodbye” to the familiar and much loved cultures that hurts us all; but the earthquakes necessitate change to Catholic primary school provision in St Francis of Assisi Parish.

At such a time of renewal a Catholic parish school community is called beyond itself to unite and renew itself in fidelity to the understanding the Catholic Church has of parish primary schooling; bringing consistency with the mind of the Church in a time of enforced change.

3. Given this, my first decision is to withdraw option 2 (as outlined above) from the consultation process.

4. As Bishop and Proprietor of St Francis of Assisi Catholic School, I now wish to state my view on the two remaining options for developing and implementing St Francis of Assisi Catholic School.

It is my firm belief that St Francis of Assisi Catholic School ought be developed by a meeting of equals, with support from their parish community.

The students of St Francis of Assisi Catholic School must be provided with the maximum possible sense of continuity.

It is my strong view that option 3 maximises continuity and stability for students and staff during the upcoming two-year period of preparation for the opening of St Francis of Assisi Catholic School.

In addition, I am of the view that option 3 provides the best mechanism for building upon the best practice and strengths of both Our Lady of Fatima School & St Paul’s School, in order to better enhance the transition and educational outcomes for the students of St Francis of Assisi Catholic School.

Having outlined my view on, and preference for, option 3 for developing St Francis of Assisi Catholic School, I acknowledge and understand that option 3 can only be achieved in the event that both boards and all staff indicate in this final consultation round that they unanimously support my proprietorial view, that this is the appropriate option; and with the proviso that the numbers of staff on Individual Employment Agreements would need to be ascertained before you, as Minister, could be advised that this option is workable.

If option 3 is deemed by both boards and all staff to be the preferred option, I understand that during 2014 all parties would agree to vary Appendix 4 of the Primary Teachers’ Collective Agreement in this instance as well as variations for the Collective Agreements that govern Support Staff (and Principals if necessary).

5. Given the above, my second decision is to now seek your consideration and agreement to engage in a third and final round of community consultation as to which of the two remaining options (now labelled option A & option B and detailed on pages 4 – 5) the affected parties (i.e. the staff and boards) would see as their preferred option for implementing the provision of this new state integrated school entity, St Francis of Assisi Catholic School.

Revised and Further Consultation Proposal

Minister Parata, given the consultation feedback and my subsequent consultation considerations (*as detailed on pages 2 & 3*), I would request your consideration to supporting a further (third) and final round of consultation, with the affected parties only (i.e. the staff and boards), on the following two options for implementing our agreed in principle provision of:

- a new state integrated full primary school entity (to be named St Francis of Assisi Catholic School),
- with a maximum roll of 495 students,
- situated on the St Francis of Assisi Parish site at 370 Innes Road,
- commencing in term 1, 2016.

The two options for this next round of consultation being:

Option A	Process for Staff	If the Proprietor / Minister want to progress this what are the next steps?
Cancel both integration agreements and close both schools and establish a new state integrated school, St Francis of Assisi Catholic School (SFOA), on the Our Lady of Fatima School (OLOF) site.	The normal PTCA ¹ , PPCA ² , SSCA ³ staffing options would be provided to staff of the closing schools that were not successful in being appointed to positions in the new state integrated school. All positions at the new school would be advertised nationally.	Initiate consultation on this option. If approved, progress the cancellation / closure of the schools during 2014, 2015 on the condition that the application for the new integration of the school is approved.
	Process for Board	
	The Minister would appoint a Board to provide the required governance decisions to bring the new school into existence. This Establishment Board would include at least one proprietor's appointee.	

¹ Primary Teachers' Collective Agreement

² Primary Principals' Collective Agreement

³ Support Staff Collective Agreement

Option B	Process for Staff	If the Proprietor / Minister want to progress this what are the next steps?
<p>Cancel the integration agreement of, and close St Paul's School, and increase the maximum roll of OLOF and re-name OLOF as St Francis of Assisi Catholic School.</p>	<p>If all relevant parties (staff, boards, proprietor, Ministry, Unions) agree to progress staffing as per a merger then it can be implemented, i.e. internal candidates from both schools get first chance at positions at SFOA and any remaining positions are advertised nationally.</p> <p>The position of principal, if this option was to be adopted, would be advertised nationally.</p> <p>If, and only if, there is unanimity about treating the implementation as if it is a merger, then variations are developed for the appropriate collective agreements and people with Individual Employment Agreements (IEAs) have their terms and conditions honoured.</p>	<p>Initiate consultation on this option.</p> <p>If approved, progress the cancellation / closure of St Paul's School during 2014, 2015 on the condition that the maximum roll increase at OLOF is approved and the re-naming of the school as St Francis of Assisi Catholic School is approved.</p> <p>Note: This option could only apply in the event that both boards and all staff indicate in the consultation round (<i>or any subsequent consultation round</i>) that they unanimously support the view of the Proprietor, that this is the appropriate option; and with the proviso that the numbers of staff on IEAs would need to be ascertained before the Minister could be advised that this option is workable.</p> <p>During 2013 all parties agree to vary Appendix 4 of the PTCA in this instance as well as variations for the Collective Agreements (CAs) that govern Support Staff (and Principals if necessary).</p>
	Process for Board	
	<p>The OLOF Board establishes a transition committee which would include representation from the Board of St Paul's School.</p>	<p>The Proprietor would request each Board (OLOF and St Paul's School) to provide 2 parent trustees to the transition committee established by the OLOF Board and the Proprietor would appoint 3 appointees to the transition committee.</p>