

Information for the employer

– key messages to staff in Aranui schools

This fact sheet includes information for staff – teaching and support staff, and those on permanent and fixed term agreements – on the implications for them now that the final decision has been made that their school will close.

Staff are encouraged to discuss their situation and seek advice from their union, or if they are not a union member, with an appropriate advisor.

Employers/change managers should contact the NZ School Trustees Association for advice.

- » All schools in Aranui will continue to operate as normal until December 2016.
 - » The Aranui Community Leadership Group and the Ministry will work with the Board of Trustees from each of the schools to ensure that staff are supported, and that students continue to receive a quality education.
 - » This support might include professional development for staff, sports and cultural activities with the community, additional support for students with behavioural issues or identified learning needs, and additional resourcing.
 - » All staff have access to the wellbeing and workforce support package. See the fact sheet in this information pack for further information on the package.
 - » As the four Aranui schools (Aranui High, Aranui School, Avondale School and Wainoni School) are closing, all positions will be declared surplus.
 - » In 2016 there will be a process which:
 - will cover all employees whether permanent or fixed term
 - is contained in a collective agreement, or an individual employment agreement.
 - » NZSTA and the change manager will support Boards to work through the process with both employees and the relevant union.
 - » The change manager will support the Board to ensure all employment records are up to date, including confirming who is permanently employed and who is employed on a fixed term agreement.
- Note:** some employees may have both a permanent and a fixed term role and both roles will need to be confirmed.*



- » All employees will get written notice from the Board – the actual amount of notice that must be given is outlined in the employee’s employment agreement.
 - For fixed term employees, their termination process will be in accordance with their letter of appointment and their relevant employment agreement.
 - For permanent employees, the provisions that apply, including access to the surplus staffing options, is contained in the relevant collective agreement or their individual employment agreement.
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Positions in the newly established school/s

- » The EBoT will be in place in 2014. One of its roles will be to appoint the Principal or Principals (depending on configuration of the school/s and leadership requirements). The EBoT and Principal/s, supported by the Ministry, will develop its staffing needs for the new school/s. All positions in the new school/s will be advertised and appointments will be made in accordance with the relevant employment agreement and the State Sector Act.
- » Staff from the closing Aranui schools will be able to apply for positions in the new school/s.

Further information is available
on the *Shaping Education* website
www.shapingeducation.govt.nz

