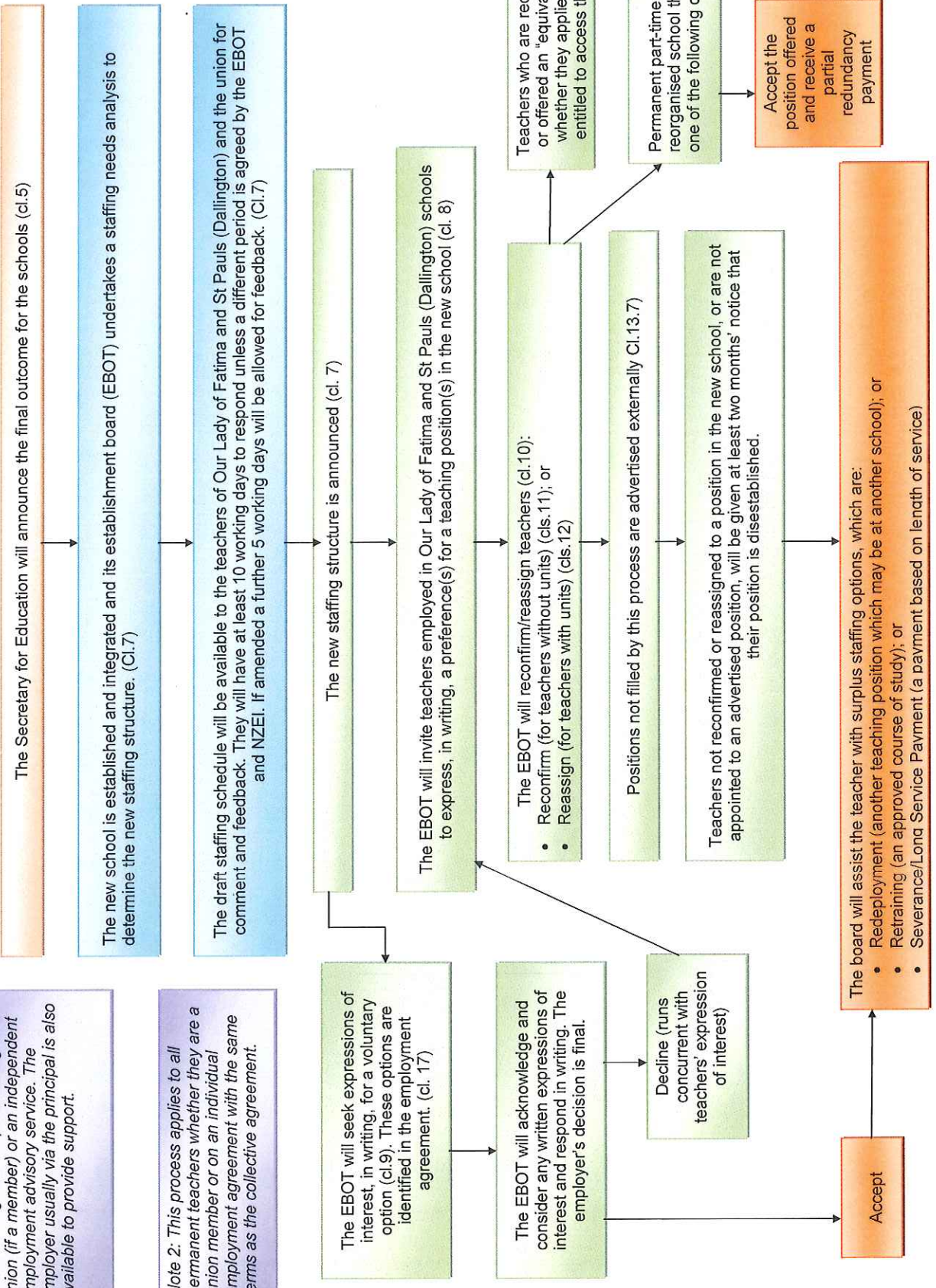


**Cancellation of Integration Agreements of Our Lady of Fatima and St Pauls/Establishment and Integration of new school  
Permanent full-time and part-time primary teachers**

The following is illustrative, the actual entitlements and provisions are contained in the relevant employment agreement, which should be read alongside this chart.

*Note 1: Teachers are entitled seek advice throughout the process e.g. their union (if a member) or an independent employment advisory service. The employer usually via the principal is also available to provide support.*

*Note 2: This process applies to all permanent teachers whether they are a union member or on an individual employment agreement with the same terms as the collective agreement.*



The board will assist the teacher with surplus staffing options, which are:

- Redeployment (another teaching position which may be at another school); or
- Retraining (an approved course of study); or
- Severance/Long Service Payment (a payment based on length of service)

# Cancellation of Integration Agreements of Our Lady of Fatima and St Pauls/Establishment and Integration of new school Permanent full-time and part-time Support Staff of Our Lady of Fatima and St Pauls (Dallington)

The following is illustrative, the actual entitlements and provisions are contained in the relevant employment agreement, which should be read alongside this chart.

**Note 1:** Employees are entitled seek advice throughout the process e.g. their union (if a member) or an independent employment advisory service. The employer usually via the principal is also available to provide support.

**Note 2:** This process applies to all permanent employees whether they are a union member or on an individual employment agreement with the same terms as the collective agreement.

The establishment board (EBOT) analyses and identifies future non-teaching structures and roles in the school.

The EBOT consults with the employees of Our Lady of Fatima and St Pauls (Dallington) and NZEI about the needs of the new school.

A draft structure is provided to the employees of Our Lady of Fatima and St Pauls (Dallington) and NZEI for consultation for at least 10 working days; any amendments must allow 3 working days for consultation.

Notice will be given of a possible surplus staffing situation at least one month prior to the disestablishment of roles

A new structure is announced.

The EBOT will invite support staff employed in Our Lady of Fatima and St Pauls (Dallington) to express in writing a preference for a support staff position in the new school.

Employees may be reconfirmed or reassigned to positions in the new school.

Where there is more than one candidate for a position appointment will be made based on merit.

Employees who are not reconfirmed or reassigned to a position will be given notice of disestablishment of their position.

If during the notice period a suitable position arises at the new school, employees may seek appointment to that position.

Both the employees and the employer (Our Lady of Fatima and St Pauls (Dallington)) must make a reasonable effort to locate alternative employment.

Employees who do not locate alternative employment during the two month notice period (i.e. the combination of both notice periods) will be entitled to a redundancy payment.

The EBOT will seek expressions of interest in the option of voluntary redundancy.  
The EBOT will consider any written expressions of interest in the option of voluntary redundancy.  
The EBOT's decision will be final.

The EBOT declines the voluntary redundancy request.  
(runs concurrently with expressions of interest in positions and reconfirmation/reassignment)

The EBOT accepts in writing the voluntary redundancy request.

Redundancy payment

Employees who accept a position that has reduced hours will be entitled to a partial redundancy payment.

Employees who accept reassignment to a lower graded or lower hourly rate are entitled to an equalisation allowance for one year.

If a reasonable offer is made in the education or state service during the notice period and declined, no redundancy is payable.

8 October 2014

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Chris Callaghan  
Principal  
St Paul's School  
102 Champion Street  
Edgware  
CHRISTCHURCH 8013

Dear Chris

I am writing in response to your letter of 22 September 2014 about an additional implementation proposal that is being considered in relation to the proposed reorganisation of Catholic schooling in St Francis of Assisi Parish, Mairehau. I am also copying this letter to your Board Chairperson.

As you are aware, the Proprietor of St Paul's and Our Lady of Fatima schools, the Catholic Bishop, has proposed that the integration agreements of both of these schools are cancelled and the schools closed. This would be undertaken in conjunction with the establishment and integration of a new school to be located on the current Our Lady of Fatima School site (ie "Option A" in the Bishop's most recent consultation process). The Ministry wrote to your Board on 13 June 2014 to consult on Option A.

I want to reiterate that no decision about the Bishop's proposal has been made. The Ministry is still in the consultation phase of the process.

You are right that there have been a number of different options proposed for managing staffing changes, and that the Ministry has been looking into an additional implementation option should the Minister agree to cancel the integration agreements of the schools.

Option A currently envisages that all positions at both schools would be terminated and positions at the new school would be advertised nationally. However, as discussed with you by Coralanne Child and Cherie Hunt, the Ministry is also considering whether the staffing of the new school could be managed similarly to the staffing process for the merger of state schools.

Your letter indicates that staff at St Paul's School may not wish to be employed at the proposed new school. The proposed staffing implementation process does have a mechanism for permanent staff to express interest in a voluntary option (such as severance) which the establishment Board would then consider. I have enclosed the proposed process charts for you and your Board to review and comment further on if you wish.

The Ministry has discussed the process set out in the process charts with the NZEI, as the union party to the collective agreements. The NZEI would support this approach.

I agree it is important to ensure the best start for the proposed new school. I would like to acknowledge the positive approach that your staff and Board have taken to this process.

If, after having considered the information in this letter you, your Board or staff have additional feedback, this can be provided to me by 31 October. You are also welcome to provide further feedback on Option A if you wish.

Again I want to emphasise that no decisions have been made yet on the Bishop's proposal or on implementation matters. The feedback from the Ministry's consultation will be collated in a report for the Minister's consideration, which will inform the Minister's final decision on the Bishop's request.

Yours sincerely,



Katrina Casey  
Deputy Secretary  
Sector Enablement and Support

cc: Gerry Hassan  
Chairperson - Board of Trustees  
St Paul's School

8 October 2014

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Noeline Soper  
Board Chair  
Our Lady of Fatima School  
370 Innes Road  
Mairehau  
CHRISTCHURCH 8052

Dear Noeline

I am writing to update your Board on an additional implementation proposal that is being considered in relation to the proposed reorganisation of Catholic schooling in St Francis of Assisi parish.

As you are aware, the Proprietor of St Paul's and Our Lady of Fatima schools, the Catholic Bishop, has proposed that, if the Minister agrees the integration agreements of both of these schools are cancelled and the schools closed. This would be undertaken in conjunction with the establishment and integration of a new school to be located on the current Our Lady of Fatima School site (ie "Option A" in the Bishop's most recent consultation process). The Ministry wrote to your Board on 13 June 2014 to consult on Option A.

I want to confirm that no decision about the Bishop's proposal has been made. The Ministry is still in the consultation phase of the process.

There have been a number of different options proposed for managing staffing changes, and the Ministry has been looking into an additional implementation option should the Minister agree to cancel the integration agreements of the schools.

Option A currently envisages that all positions at both schools would be terminated and positions at the new school would be advertised nationally. However, as discussed with you by Coralanne Child and Cherie Hunt, the Ministry is also considering whether the staffing of the new school could be managed similarly to the staffing process for the merger of state schools.

I have enclosed the proposed process charts for your Board to review and comment further on if you wish.

The Ministry has discussed the process set out in the process charts with the NZEI, as the union party to the collective agreements. The NZEI would support this approach.

If, after having considered the information in this letter your Board or staff have additional feedback, this can be provided to me by 31 October. You are also welcome to provide further feedback on Option A if you wish.

Again I want to emphasise that no decisions have been made yet on the Bishop's proposal or on implementation matters. The feedback from the Ministry's

consultation will be collated in a report for the Minister's consideration, which will inform the Minister's final decision on the Bishop's request.

Yours sincerely



Katrina Casey  
Deputy Secretary  
Sector Enablement and Support

cc. Denis Aberhart  
Principal  
Our Lady of Fatima School