

Woodville School Board of Trustees
Minutes of Meeting held
November 10th, 2020
Held in the meeting room at 7pm

Tabled	
Present	Grant, Andrew, Rosie, Clive, Gerry, Coral, Sandi, Jo, Jacqui and Helen.
Opening Karakia	Rosie
Apologies	Ross Hampton

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Election of Officers

Gerry took the chair until the Chairman was elected.

Chairman

Andrew nominated Grant

No other nominations

Grant accepted - Grant declared Chairman.

Grant took the chair for the remainder of the meeting.

Vice Chair

Grant nominated Andrew

No other nominations

Andrew accepted - Andrew declared Vice Chairman.

Finance

Grant nominated Andrew

No other nominations

Andrew accepted - Andrew declared Finance.

Policy - Gerry will take on this until someone else does.

Property

Andrew nominated Grant

No other nominations - Grant declared Property.

Cultural Liaison

Grant nominated Rosie

No other nominations

No other nominations - Rosie declared Cultural Liaison person.

The chairman welcomed Coral to the Board of Trustees.

Grant also would like a letter of thanks for Marni and Crystal to be given at the BOT end of year dinner.

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Staff in attendance were given speaking rights by the board.

Staff and board members participated in a dialogue to come to a common understanding of how each felt about the motion to request a statutory intervention

Andrew read his written statement about the staff's concerns and questions. - For the purposes of accuracy of the minutes, Andrew was asked to submit a copy of the statement. Andrew declined to do so.

Below is a best representation of what Andrew read from his statement:

Andrew read a statement thanking staff for their work and highlighting why 'three members of the board' were thinking of, or had thought about taking their kids out of Woodville School. Sandi asked him about why he felt the need for an intervention. He did not directly explain the need of the intervention, as he didn't have enough evidence.

The examples he did refer to were things that had happened in the past, when past staff members were involved. His examples could be addressed with improved communication.

For example, Mrs Pharazyn told him that the principal had called him a whinger. The principal had denied having ever said such a thing.

His child and 1 other playing Bush Cricket information was shared with school and not passed on to parents. Jo challenged this and said she and Jenny had hosted the Co-ordinator who had talked to Rata and Kakano encouraging them to play cricket and presented prizes and information to take home. This was on the School Facebook.

2 of the past chairmen had pulled their children out of the school and remained on the Board, Crystal was out and the 3rd chairperson to give it away.

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Grant was unable to sleep with the current situation causing such stress and was up sending emails at 4am.

It is only because of the quality of education that his children are still at the school. 3 of the current Board members had seriously considered taking their children out.

A former student (child's name removed) had represented her past school as a champion shot putter but had not been able to represent Woodville at the Bush Athletics because she was not also a runner. Not everyone can be a runner. **Jo** challenged this by asking if the parents had made a complaint about this Andrew said no. **Jo** then asked why he was raising this concern without following the complaints procedure and hoped that if parents complained about her that to uphold her mana and ethics of her profession that the Board would refer them to the complaints procedure and direct them to raise their concerns with her.

Andrew said he wanted to be able to look in the mirror and know he had done a good job.

Thank you to Jo for the work with the Transition.

Andrew wanted to assure us that this was a positive not a negative move.

Sandi asked Andrew 'have you considered other avenues to support the board's development?' He replied they 'most members started a course, but due to Covid 19 they didn't finish it'. Sandi suggested that maybe they should finish that before considering an intervention.

In Andrew's written statement he stated that the intervention 'could be a positive thing for us'. When Sandi asked how it could be positive for the staff, he did not actually provide her with an answer. He assured staff this intervention has "nothing to do with our teaching".

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Jacqui came to the meeting tonight to hear both sides of the story and expressed dismay at Andrew's comments.

Clive's response - If choosing to mandate an intervention at present

By choosing to request an intervention, we would be behaving in the very opposite way that I teach our students, your children. That is, the need to consider the information presented or lack thereof. I don't teach them - Not to question the source. Not to question the information that has been presented. Not to ask informed questions that seek further clarity. In short, not to act in a manner expected of one who assumes a role of responsibility and understanding.

If the Ministry of Education was so sure that an intervention is essential, then in relation to the OIA request for information why was it unable to provide that information within the 20 working days time frame? Does the Ministry also suggest interventions without having based decisions on evidence that it would and should have had at hand. It's inability to provide the information on time has left serious doubt about the requirement for an intervention.

I feel that if the board mandates a decision to request an intervention then I perceive that it would be making a Donald Trump like decision and statement. That is, a decision made with very little reliable evidence!

Moving Forward Together

Clive discussed how we might and should be able to work together collectively as a team (staff and board). He suggested that we could use ERO's indicators on their Overall Findings and Judgement Tool. The board could assess itself currently against the indicators and develop a plan of action to allow it to move to the next level of attainment. We could also participate in the NZSTA's proposed Governance Support Plan. **There was no agreement by the board to participate in such a direction.**

Discussion about Grant's response to staff concerns.

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“...seem to say an intervention will be the end of the school as we know it and that the communication and banter between staff will end and team work has to stop. I don't know where this miss information.”

Clive asked Grant to talk to that for the purpose of clarity and understanding?

Grant suggested that he felt that the Board Staff Rep (Clive) had been spreading negative information to staff about how an intervention might impact them. Clive responded by saying that as the staff are here you could ask them directly if that was the case. All staff members present said that Clive had not been spreading any negative information and that Grant was wrong. No apology was offered.

Clive referred to Grant's statement that he viewed an intervention as a self imposed health check for the board and teachers.” Clive suggested that regular self-review and development should be part of our normal practise not an exception. A 'self-imposed health check' is something that we should be doing ourselves and ERO provides a Government 'health check'.

In response to Grant's comment that “...making it the place of choice for everyone that lives in WOODVILLE and possibly have kids coming from outside of town to our wonderful school.” **Clive stated, “I agree with you Grant. I notice from student population data from the last 5 years, that Woodville School is the only school apart from Mangatainoka with a positive growth in proximity to Woodville. “**

Marni's response to the suggested intervention was read out by Clive as

Grant had suggested that she, “...might have something constructive to add to this situation.” ***Marni stated that,*** “I do not believe the Board should request an intervention at this stage. Before the Board even entertains thinking about any such request, you need as many facts as possible in front of you. However, all information that is received from the OIA request must be

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considered carefully, so that you can address and remedy the issues that are no doubt going to be identified.

In seeking answers to her questions a staff member (Jo) asked Andrew if he believed he was the problem to which Andrew said yes he believed he was part of the problem, Jo replied with reference to part of the statement he had read to the staff, "So when you look in the mirror you must see crap then". The staff member was called to order.

Later in the discussion, the board chair took exception to a staff member (Jo) rolling their eyes at something that had been said. In an aggressive manner, with voice raised, he banged his fist on the table, leaned across the table and finger pointed at Jo the board chair voiced the following at the staff member - "I'm sick of you sitting there rolling your eyes and looking at us as if we are fucking muppets". The chair was called to order.

Suggestion of resigning from the board

The majority of parent elected trustees often referred to the suggestion that they have considered resigning from the board. But indicated that no one else in the community would step into their roles. They highlighted lots of small things are not being done over a number of years, which was agreed was primarily due to communication issues.

Andrew's question of Ross Hampton?

This has been hanging over us now for close to 2 months, it is time to make a decision and move on. Andrew was asked *why he felt that way Andrew? We've had plenty of other things that have not yet been completed, for example, the playground update.*

Andrew stated that an, "...OIA request to the Ministry of Education for essential information pertaining to the suggestion of inviting a statutory intervention was suggested to take 21 days, therefore there has been plenty of time to chase and hound them for it." **Clive reiterated that this may be a lack of understanding in the**

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process of an OIA and an illustration of why we as a Board need to be more conversant with legislation.

Clive asked what type of intervention are some members of the board proposing under the relevant legislation? None of the members considering it could specify the type of intervention they might be seeking.

Financial risk

In my unprofessional opinion we do not seem to be in high financial risk. Unless we have to pay for the upkeep/upgrade of the junior block without support. Ross suggests the school has been running at a loss in 4 of the last 5 years - Clive pointed out that a school is not a business whose goal is to make a profit! **Andrew was asked to talk to that.** He indicated that he didn't feel that the school was at financial risk.

With respect to Andrew's question of Ross

'What is the true cost of Statutory Intervention?' Clive indicated that he agreed with Andrew, that it was a good question to ask. Based upon Ross' estimation of costs of hourly rates. It was calculated and presented by Clive that:

Costs of an intervention based on Ross' estimation.

We don't know how many hours are involved weekly. But let's consider:

\$120-\$150 excl GST.

40 hours scoping - \$6000 exc (\$6900 inc)

40 weeks at 40 hours = \$276,000 (inc)

52 weeks at 40 hours = \$358,000 (inc)

This doesn't include travel/accommodation costs. The allowance for a petrol or diesel vehicle is 79 cents per kilometre for the first 14,000 kilometres, and 30 cents per kilometre after.

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	<p>Not to mention the cost of travel time to be paid at \$120-\$150 excl GST.</p> <p>Suggested that the school could be supported by the MoE. Pointed out that that is not guaranteed. It might be when the school has no capital left.</p> <p>Clive requested Andrew not to roll his eyes at the information he was presenting, and he pointed out that the hourly rates were provided to Andrew himself in his inquiries with Ross.</p> <p>Clive indicated that STA's professional development = \$0. He knew where he'd like to get a self-imposed health check from.</p> <p>Regarding Ross' non-attendance Andrew was asked if he knew why Ross was not in attendance. He indicated that Ross had replied suggesting that he had been advised not to attend. Andrew had assumed that every board member had received an email from Ross. He was told that other board members had not. Andrew agreed to provide the email as part of correspondence.</p>
Conflicts of interest	Nil
October minutes	Moved by Gerry seconded by Grant Carried.
Principal Report	Moved by Gerry Seconded by Grant Carried.
Financial Report	<p>Moved by Andrew Seconded by Grant Carried.</p> <p>Andrew said the sold chromebooks are still not listed. To be checked why not.</p>
Property Report	Moved by Grant Seconded by Rosie Carried.
Other Reports	Policies for review - Privacy, Salary Units / Management Allowances & Classroom Release Time/ Timetable

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	<p>Regarding policies to be reviewed This was postponed to the next meeting as only Gerry and Clive had read them for review at this meeting.</p>
Strategic Plan	<p>Gerry will send out the link. Rosie to be sent a copy of Transition Papers.</p>
Inward correspondence Emails	<p>4/11/2020 8.39am Andrew 4/11/2020 11.42am Clive 4/11/2020 1.37pm Andrew 4/11/2020 5.56pm Gerry 4/11/2020 6.29pm Andrew 4/11/2020 7.38pm Gerry 4/11/2020 10.21pm Rosie 5/11/2020 4.01am Grant 5/11/2020 7.31am Clive 5/11/2020 9.23am Andrew 5/11/2020 2.34pm Andrew 5/11/2020 2.40pm Andrew 5/11/2020 3.30pm Gerry 5/11/2020 4.45pm Gerry 5/11/2020 4.48pm Gerry 5/11/2020 4.53pm Clive 5/11/2020 5.00pm Gerry 6/11/2020 7.04am Grant 6/11/2020 11.00am Grant 6/11/2020 11.12am Clive 6/11/2020 12.40pm Marni Invite to Ross Hampton 6/11/2020 9.04pm Marni 6/11/2020 3.46pm Gerry 8/11/2020 8.39am Rosie 10/11/2020 Andrew</p>
General Business	<p>Bike track - waiting on Gerard Murray to get back to us with price and possibility do it in the school holidays.</p> <p>Statutory Intervention</p> <p>Discussion on the tree from Woodville District Vision.</p>

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	<p>Gerry Moved that we decline the offer of the tree Seconded by Coral. Carried.</p> <p>Gerry has checked the Alarm but could not find any reason for it to go off.</p> <p>Helen to get in touch with Tom re Principal survey as Rosie, Andrew and Grant did not receive theirs.</p> <p>NEXT MEETING TUESDAY 1ST DECEMBER</p> <p>Statutory Intervention</p>
P.E.B.	Nil
November Minutes	
Closing Karakia	Rosie