

Education Report: Application to reorganise Catholic primary schooling in Mairehau, Christchurch

Executive summary

1. In 2012 the Catholic Bishop of Christchurch, Bishop Barry Jones, established the parish of St Francis of Assisi, Mairehau. This reorganisation was due primarily to changes in land, buildings and demographics due to the Canterbury earthquakes.
2. The Bishop is proposing changes to schooling to have one parish primary school that aligns with the new parish boundaries. St Paul's School and Our Lady of Fatima School are affected. Both are Year 1-8 and are located in the now reorganised parish.
3. In 2012 you wrote to the Bishop saying that you agreed in principle to the reorganisation of schooling in the parish and that you supported his engagement with the schools and community about the proposal. The Bishop has continued to keep you informed throughout the process and now, having completed three rounds of consultation, has formally sought cancellation of the integration agreements of both schools and the establishment and integration of a new school, to be located on the current Our Lady of Fatima School site and known as St Francis of Assisi Catholic School.
4. The Proprietor also undertook consultation on another option for achieving the desired outcome of a single parish primary school - the closure of St Paul's School and a maximum roll increase at Our Lady of Fatima School. The Bishop considers that the engagement process did not result in enough support for this option to be progressed.
5. The Ministry acknowledges that the Bishop's engagement process has not been easy. In particular the Board and staff of Our Lady of Fatima School have found the prospect of change to be challenging, especially when its school buildings and land were not damaged to the extent suffered by St Paul's School. This has resulted in the affected schools being unable to find consensus on a preferred way forward.
6. The Proprietor's proposed method of implementing the schooling change is more likely to result in the formation of a new schooling culture where the strengths of both schools can be drawn on to form a foundation for future education in the parish.
7. The Ministry's estimated operational costings for the change are based on a high and medium option (depending on the number of staff that become surplus). This ranges from \$0.411m to \$1.124m in the first year, with ongoing estimated operational savings of between \$148,364 and \$180,527 per year. Education Development Initiative (EDI) funding would be \$792,000 irrespective of how the change is managed.
8. It is suggested that formal consultation now be undertaken on the Proprietor's proposal and that two timeframes for the implementation of the change be considered: either term 3, 2015 or term 1, 2016.

Recommendations

We recommend that you:

- a **note** the request from the Bishop of Christchurch for the reorganisation of Catholic primary schooling in St Francis of Assisi parish Mairehau;
- b **agree** to initiate the Ministry's formal consultation on the proposal that has been presented by the Bishop as proprietor of St Paul's School and Our Lady of Fatima School which is to:

cancel the integration agreements for both current schools (Our Lady of Fatima and St Paul's) and establish a new state integrated school on the current Our Lady of Fatima School site, to be known as St Francis of Assisi Catholic School.

AGREE/DISAGREE

- c **agree** to the consultation including two options for possible implementation:
- for the proposed change, if approved to be implemented from term 1, 2016
 - or
 - for the proposed change, if approved to be implemented from term 3, 2015.

AGREE/ DISAGREE

- d **note** that you could also initiate consultation on the closure of St Paul's School and an increase in the maximum roll of Our Lady of Fatima School, which is another way of achieving the change that the Bishop wishes. This model was not supported by the Bishop as it did not gain sufficient support from the schools;

NOTED

- e **sign** a letter to the Bishop informing him of your decision; and
- f **agree** to release this report to the Proprietor and to the Boards of Our Lady of Fatima and St Paul's Schools.

AGREE /DISAGREE

Katrina Casey
Deputy Secretary
Sector Enablement and Support

Encls

Hekia Parata

Hon Hekia Parata
Minister of Education

28/5/14

Education Report: Application to reorganise Catholic primary schooling in Mairehau, Christchurch

Purpose of report

1. This report details the Proprietor's proposal to cancel the integration agreements for Our Lady of Fatima School and St Paul's School, Christchurch, and to establish and integrate a new primary school on the current Our Lady of Fatima School site.
2. You are asked to agree that the Ministry undertakes consultation on the proposal, as is required, before any final decision is made. This consultation may also include two options for implementation; either term 3, 2015, or term 1, 2016.

Background

3. Following the Canterbury earthquakes it was evident that the site and buildings at St Paul's School, Dallington, were no longer able to be used. The Ministry worked with the Proprietor to temporarily relocate its operations to a Ministry owned site in Champion Street. St Paul's is still operating on this site.
4. St Paul's School is decile 7. Its 1 July 2013 roll was 213 and its provisional March 2014 roll was 189. Its 2014 staffing is 9.32 full time teacher equivalents (FTTEs). There are 15 teaching and four support staff employed at the school (six of these are fixed term).
5. Our Lady of Fatima School is also decile 7. Its 1 July 2013 roll was 239 and its provisional 1 March 2014 roll 220. Its 2014 staffing is 10.93 FTTEs. There are 14 teaching and six support staff employed at the school (six of these are fixed term).
6. Bishop Barry Jones, the Roman Catholic Bishop of Christchurch is the school's Proprietor. He has recently reorganised three parishes (Burwood, Dallington and Mairehau) to form a single parish called St Francis of Assisi Parish. He now wishes to reorganise education so that there will be one Catholic school serving the new parish, rather than the current two schools.
7. The Bishop initiated the proposal to change schooling in the Mairehau area in 2012. You gave agreement in principle to the change and supported the next step of the process, which was that he engage with the schools on the proposed change to help refine the implementation options. (Metis 639599, 710868 and 823317 refer). Appendix 1 of this report provides a summary of the options that have been discussed during the Proprietor's consultation process.
8. The engagement that has been undertaken to date has been a process led by the Proprietor in order for him to form a proposal to present for your consideration.

9. There is no provision in the Education Act 1989 or the Private Schools Conditional Integration Act 1975 for integrated schools to merge. This means that the Bishop's intent can only be achieved by:
- cancelling the integration agreement for St Paul's School and increasing the maximum roll of Our Lady of Fatima School, Mairehau, so that all the students could be accommodated there
- or
- cancelling the integration agreements for both schools and establishing and integrating a new school on the Our Lady of Fatima School site.

Process to date

10. Two further options for achieving the change were consulted on:
- One was that the staff appointed at the reorganised Our Lady of Fatima School would be appointed under the same process used for mergers in state schools – that is permanent teachers from both schools would have the opportunity to be appointed to equivalent roles in the larger school and unfilled positions and the principal's job would be advertised nationally.
- As this option is outside of the Primary Teachers' Collective Agreement, all parties including staff and boards would need to agree, in order for it to be implemented. The Proprietor has indicated that this level of agreement was not able to be achieved.
- The second was that all staff of St Paul's would be made surplus and the additional positions created by the increased roll at the larger school would be filled as usual through advertising them nationally.
- The Proprietor has also indicated that there was not sufficient support for this option.
11. The Proprietor's engagement with the schools and their communities has been long and challenging. The facilitator's report notes:

It is with regret that I find this consultation was unable to help people work co-operatively or to develop a shared vision for the future.

The full facilitator's report was provided to you in April, (Metis 848763 refers) and is also attached as Appendix 2 to this report.

Feedback from the Proprietor's most recent consultation

12. The Proprietor's most recent consultation proposed two options for achieving the desired outcome of a single primary school for the parish:
- Option A: 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 B 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 school 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.

13. In order to support the Proprietor's most recent process, the facilitator held meetings with the staff of both schools and with the Board of St Paul's School. Discussions with groups and individuals were also undertaken via phone calls and emails. The Principals of both schools were invited to discuss the options with the facilitator and a survey for staff was undertaken. This gained 21 responses. NZEI was also involved in this process.
14. Submissions were received from both the affected Boards, the staff of Our Lady of Fatima School, and from individual teachers from Our Lady of Fatima School. One individual's submission was marked confidential so was not included in the facilitator's report.

Feedback from Our Lady of Fatima Board and Staff

15. Although the Board of Our Lady of Fatima School acknowledged that it, like the Bishop, wanted to find a way forward that all parties would endorse, it states that it could not support either of the proposed options.

Future provision built on the past

16. The Board considers that Option A (the closure of both schools) is destructive and would rather the future of schooling in the area be built on retaining and growing its school, which it considers is a model that acknowledges 'the strong foundations of what has come before'. The staff submission considers that the Option A proposal would in effect destroy the school cultures. They feel so strongly about this they would consider taking legal action in order to prevent Option A being implemented.
17. The Board also states that it tried to develop details for other ways that could be considered to achieve the proposed outcome, and to discuss them with the Board of St Paul's School, but that for various reasons this was not successful.

Legal concerns

18. The Board considers that Option A would put it at legal risk for two reasons:
 - it would not be a genuine reorganisation since similar schooling to that currently provided would be provided on the site
 - it would force the Board to act against its role as a good employer and make staff redundant in a situation where there is not a genuine reorganisation.

Ministry Comment

19. The Ministry rejects both of the arguments raised by the Board. Under Section 11C of the Private Schools Conditional Integration Act 1975, the Proprietor of a state integrated school and the Minister can agree to cancel an integration agreement by mutual agreement, after consultation with such other interested persons or groups as they consider appropriate.
20. As all matters to do with the establishment/integration and cancellation of the integration agreement/closure of a state integrated school are the responsibility of the Proprietor and the Crown, the legal responsibility for the implementation of a decision agreed by the Proprietor and the Minister poses no legal risk for the Board. Similarly, while the staff may want to take action about the possible closure of the school, as employees they have no legal grounds to do so.
21. Support for the Boards to implement any change agreed by the Minister and the Proprietor would be provided by the Ministry and NZSTA. Staff would be supported through the Ministry, unions and the Canterbury Primary Principals' Association (CPPA).

Preferred option

22. The Board and staff of Our Lady of Fatima School have developed a new proposal which would implement the reorganisation of schooling through the closure of St Paul's School and an increase in the roll at Our Lady of Fatima School. This proposal would see the retention of staff from its school in positions, should they wish to stay. It has asked for voluntary redundancy options for those that do not wish to be part of the new school. The remaining positions at the larger Our Lady of Fatima School would then be offered to staff from the closed St Paul's School.

Ministry Comment

23. The Our Lady of Fatima proposal is a mix of Option B above and Option 2 which was considered in an earlier round of engagement (refer to Appendix 2 for details of the previous engagement proposals).
24. This could not be agreed as it is not a legal option. If the change is being implemented through the closure of St Paul's and a maximum roll increase at Our Lady of Fatima School (Option 2 in round 2) then either the staffing is managed as if it is a merger (if all parties agree) or all new positions are advertised nationally.
25. If staffing is to be managed as a merger then this would include all staff at both schools being involved in a process of applying for equivalent positions in the renamed Our Lady of Fatima School and the principal's position would be advertised nationally. It would not be possible for the Board to 'protect' the positions of staff currently at Our Lady of Fatima School who wish to be retained in the new school. Staff from either school that did not win positions would be eligible for the surplus staffing options offered through their relevant collective agreements. They could not opt for them before the appointment process was completed.
26. If the Our Lady of Fatima School proposal is a variation of Option 2 where all new positions at the larger school are advertised nationally, then current staff at Our Lady of Fatima School could not be eligible for voluntary redundancy options. Their option would be to resign / win a position elsewhere if they did not wish to be part of the larger school.

27. The Ministry considers that the Our Lady of Fatima proposal would likely see the current Board and Principal of its school being retained and many of its staff continue in their current positions. Staff from St Paul's School would be offered any residual positions. It would therefore be unlikely, even if it was legally possible, that this process would result in a successful merger of schooling which draws on the strengths of both schools, which the Proprietor wishes to achieve.
28. The Bishop notes that St Paul's School did not support Option 2 in the second consultation round and it was therefore taken off the table in the final consultation round.

Feedback from the Board of St Paul's School

29. The Board of St Paul's School states it supports the implementation of either option. It acknowledges that Option A would allow a fresh start for the new school and would allow the Board to employ the best staff available. It considers that Option B allows for more certainty for staff with permanent positions.

Issues Raised

30. The Board's submission looks towards implementation of the change and addresses three concerns:
 - a. that a transition board (selected from across the community) be put in place up to 12 months before the school opens so that the vision, strategic plan and principal appointment can be organised in a timely manner
 - b. that all funds remaining at the end of 2015 should be given to the new school and not absorbed into consolidated funds
 - c. that Voluntary Redundancy be added to Option B to allow teachers who feel threatened by new pedagogy and modern learning environments to take voluntary redundancy.

Ministry Comment

31. If it is agreed that Option A is to be implemented then the Ministry would work with the Boards of both schools to develop an implementation timeline. It is acknowledged that the process to date has been a long one and there are benefits in moving to the implementation of a more stable future as soon as possible.
32. With this in mind two implementation options have been proposed for consultation: implementation from term 1, 2016, which is the Bishop's initial proposal, and implementation from term 3, 2015, which is considered to be reasonable but may result in the new school operating on two sites until any building work that may be required is completed.
33. When a school closes, its operational funding is used to operate the school until the date of closure. A residual agent is engaged to wrap up the school's accounts and provide a final financial statement to the Office of the Auditor General. If there are operational funds remaining when all costs are paid, the Ministry would consider whether they are provided to the new school or returned to the Crown.

The Bishop's Request

34. The Proprietor's letter assures you that he has given serious consideration to the feedback and has sought to undertake a genuine reorganisation of Catholic schooling. He acknowledges that this has been a difficult time for parishioners and those involved with both schools, but that he, as Proprietor, now needs to make a decision about the change.
35. The Bishop and the facilitator both acknowledge that the process has not resulted in a united vision for the development of new schooling in the parish. Both schools have said that they can work with the other to achieve this but have not done so as part of this process. The lack of consensus has led the Bishop to apply to implement Option A (from his most recent consultation round). This is to cancel the integration agreements for both schools and establish a new state integrated school on the current Our Lady of Fatima School site.
36. The Bishop acknowledges that this option would see all positions at both schools being terminated and positions at the new school would be advertised nationally.

Ministry Comment on the Bishop's Request

37. The Ministry acknowledges that it has taken the Bishop an extended period of engagement with the schools for him to develop a final proposal for achieving change to schooling in Mairehau. While this has given the Boards time to be well informed about the implications of the various options, it has also left them in a state of uncertainty for many months.
38. If the Bishop's proposal is ultimately agreed, the implementation of the cancellation of the integration agreements and the establishment and integration of the new school would be timed so that the change had minimal impact on children's learning.
39. The attached letter to the Proprietor asks that he inform both Boards through his representatives of his proposal that Option A be implemented and that you have agreed that the Ministry will consult on this, prior to the Ministry beginning consultation with the Boards about the proposal. This will ensure that the Boards are aware that the proposal is being primarily driven by the Proprietor.

Industrial Relations

40. If both schools are closed it would see all staff (teaching and support staff) being affected. Positions at the new state integrated school would be advertised nationally. Although it is likely that most staff from both schools would gain employment at the new school, these appointments would ultimately be the decision of the Establishment Board of Trustees.

41. The 2014 staffing for both schools is detailed below.

	2014 staffing ¹
St Paul's School	9.32 FTTE
Our Lady of Fatima School	10.93 FTTE
Total	20.25 FTTE

42. The Board of St Paul's School currently employs four support staff and nine teaching staff (including the Principal) in permanent positions. The Board of Our Lady of Fatima School employs two support staff and 12 teachers (including the principal) in permanent positions. This is a total of 21 teachers and six support staff in permanent positions in both schools². Not all of these are full time roles.
43. If the new school had a roll of 409 (the sum of the provisional March 2014 rolls for both schools) it would generate 18.3 FTTEs. This would see an overall reduction of 1.95 FTTEs (1 FTTE being the principal role). If the roll of the new school was higher, as proposed by the Proprietor, its resourcing would in turn be higher.
44. All permanent staff at both schools would be eligible for surplus staffing as detailed in their appropriate collective agreement.

Financial Information

45. The Ministry has developed two estimated operational costings for the proposed change of schooling. One is based on all staff from both schools being made surplus and the other is based on just staff from St Paul's School being made surplus.
46. The Ministry considers that it is likely that most staff will retain positions at the new school no matter which method of implementation is finally decided. The costings therefore provide an indication of highest possible cost, and a more likely cost scenario.

¹ Ministry staffing information (includes confirmed entitlement staffing and additional staffing).

² Information from payroll.

	High Cost Model ³	Lower Cost Model ⁴
Estimated operational cost in first year (excl EDI funding)	-\$1.124m	-\$0.411m
Estimated ongoing operational savings	+\$0.148m	+\$0.181m
Estimated operational cost after 6 years (incl payment of EDI funding)	-\$1.174m	-\$0.301m
Estimated operational Cost / savings after 10 years (incl payment of EDI funding)	-\$0.581m	+\$0.422m

Costs are depicted as negative amounts, savings are positive.

47. The reorganisation would generate \$792,000 in Education Development Initiative (EDI) funding. This amount is based on the roll of St Paul's School (the smaller of the two in the reorganisation, or the roll of the closing school) as at 1 March 2014. This date is used because it is the closest March/July roll (retrospective) to when the Proprietor requested formal consultation be undertaken on the proposal to close both schools (letter was dated 5 March 2014).
48. EDI funding becomes available once the final decision is made and it is gazetted. This funding is used to help transition students through the change, including supporting them to move to their new school and to raise student achievement at those schools.
49. There is no Joint Schools Initiative Funding (JSIF) generated by this reorganisation as the JSIF policy requires that there is more than one school remaining at the end of the change.
50. In the past, when a proprietor has initiated a reorganisation of state integrated schools with significant costs associated with surplus staffing, there have been discussions with them about whose responsibility it is to cover the redundancy costs. The Ministry considers that in order to ease and facilitate this change to schooling in the context of the Greater Christchurch Education Renewal, it is appropriate that the costs are covered by the Ministry in this instance.

Capital Costs

51. There are no additional capital costs associated with the proposal as the property at a state integrated school is owned by the proprietor.

³ This costing model is based on the proposal that both schools are closed and a new one established (the Bishop's proposal). It is developed by considering the difference between resourcing both schools currently and the proposed new network with one school in the Mairahau parish. It includes the details of estimated staffing and operational funding including surplus staffing costs.

⁴ This costing model is based on the estimate operational cost of the closure of St Paul's School and increasing the maximum roll of Our Lady of Fatima School.

Suspensory Loans

52. If you agree to the cancellation of the integration agreements of both schools, the Proprietor would be asked to identify what he wishes to do with the suspensory loans for the schools. As at 31 December 2013 the balance owed for St Paul's School was \$163,331 and the balance for Our Lady of Fatima School was \$58,704. It is likely that the Bishop would agree that these loans be amalgamated and moved to the new school.

Establishment Funding

53. If it is agreed that both schools will close and a new school is established and integrated, the school would not be considered a new school in terms of a green-fields school. It would therefore not be eligible for establishment funding for many of the resources such as library books etc as they would be provided by both current schools.

School Transport

54. At present the Ministry is providing funding to transport students from the former St Paul's School site in Dallington to where it is currently operating in Champion Street, Edgware. This arrangement has been in place since the school was relocated in September 2010.
55. As part of the implementation of the Bishop's proposal, this transport provision would end and the Ministry's school transport policy would apply.

School Reorganisation

56. The Bishop's proposal is not part of the Christchurch Renewal programme. It is a separate reorganisation, related to the Bishop's amalgamation of three parishes following the Canterbury earthquakes.
57. If the final decision is to reorganise the schooling as proposed by the Proprietor, it would be considered as a reorganisation under the Primary Teachers' Collective Agreement (Appendix 4). This triggers entitlements of redeployment, retraining, long service or redundancy provisions for affected teachers.

Conclusion

58. This Bishop's request to cancel the integration agreements of both St Paul's and Our Lady of Fatima Schools has been made after considerable consultation and reflects the inability of both schools to unite in developing an agreed future school scenario for the parish.
59. The Ministry considers that while the proposed mechanism by the Proprietor may carry a higher cost than the closure of St Paul's and an increase in the maximum roll of Our Lady of Fatima School, it should be supported.

60. Section 11C of the Private Schools Conditional Integration Act 1975 allows for the Proprietor and the Minister to cancel an integration agreement by mutual agreement, after consultation with such other interested persons or groups as they consider appropriate.
61. It is recommended that, before the Ministry moves to initiate consultation, the Proprietor meets with its representatives from both Boards to inform them of the proposal that it has made to you, and the next steps that you have agreed will take place. In this way the Boards will be informed of the proposal prior to consultation beginning, and that it is being initiated by the Proprietor with the intention of achieving alignment of his new parish and schooling in Mairehau.
62. Once the Ministry's consultation has been completed, a report will be developed providing feedback about the proposal and asking for your final decision.
63. If, after considering the next report, you decide to agree to the proposal that the Proprietor has made, it can be progressed under Section 11C of the PSCI Act (cancellation by mutual agreement after consultation with interested groups). If you decide to progress another way for making this schooling change, it would be necessary to undertake additional consultation before it could be progressed.
64. When a final decision has been made and it has been gazetted, implementation will begin.
65. The Proprietor's proposal is that a change should be implemented from term 1, 2016. The Ministry recognises that there is a level of instability in the schools and the community because of the duration of the consultation process to date and other factors. We have therefore included an earlier timeframe proposal in the Ministry's consultation process. If, after considering the feedback on the implementation timeframe you agree to the earlier schedule, the change could be implemented for term 3, 2015.



Office of Hon Hekia Parata

Minister of Education
03 JUN 2014

Bishop Barry Jones
Bishop of Christchurch
Catholic Diocese of Christchurch
PO Box 4544
CHRISTCHURCH 8140

Tēnā koe Bishop Jones

I am writing to you having considered carefully your letter of 5 March 2014, the facilitator's report about the consultation process for managing possible changes to schooling in the Catholic parish of St Francis of Assisi, Mairehau, and information about this proposed change provided to me by the Ministry.

After considering this information I have agreed that the Ministry will now undertake consultation with the boards of the affected schools about your proposal to cancel the integration agreements for both St Paul's School and Our Lady of Fatima School (your consultation Option A).

I have also asked that two options for the implementation timeframe be included as part of the consultation. I consider that it is time to bring a level of certainty to the schools concerned and their communities. Two possible dates for implementation of the change are the start of term 3, 2015 and the start of term 1, 2016. If the final decision is that the change takes place during 2015, I understand that schooling may need to operate from two sites while any building work is completed.

The Private Schools Conditional Integration Act (section 11C) allows for the Proprietor and the Minister to cancel an integration agreement by mutual agreement after consultation with such other interested persons or groups as is considered appropriate.

I understand that if, following this formal consultation process, your proposal is approved and both integration agreements are cancelled, you would move to close the schools and that you would also apply to establish and integrate a new school, to be located on the current Our Lady of Fatima School site (to be known as St Francis of Assisi Catholic School). In the event the proposal is approved, this new school would become operational at the same time as the other schools close, with a view to minimising any impact on students' learning.

Before the Ministry begins its consultation, I invite you to meet with your representatives from the Boards of St Paul's and Our Lady of Fatima Schools to inform them of your decision to propose that Option A is implemented, and that the Ministry's formal consultation on that proposal will begin shortly.

You are welcome to contact Chris Bryant in the Ministry's Christchurch Office (phone 03 378 7349) who will be managing the Ministry's consultation process.

Heoi anō

Hon Hekia Parata
Minister of Education

Summary of the options that have been consulted on as part of this engagement process.

Initial Rounds of Engagement

To reorganise schooling in the Dallington / Mairehau area.

As there is no legislation that supports the merger of state integrated schools, the reorganisation could be achieved through:

- The integration agreement for St Paul's School being cancelled (*at an appropriate time*) and the school legally closed.
- The school that is currently Our Lady of Fatima School would grow to a larger Year 1-8 school.
- This would mean that the school on the current Our Lady of Fatima site would be a different entity to that which is there now – it would build upon the best practice of St Paul's and Our Lady of Fatima Schools. It would have a new name (*presumably the same name of the yet to be determined patronal name for the new Catholic Parish of Mairehau*) and would be appropriately and fully supported by its parish, the Catholic Parish of Mairehau.

Option 1

- Cancel both integration agreements and close both schools and establish a new state integrated school on the 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 of and close St Paul's and increase the maximum roll of Our Lady of Fatima School and rename 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.

The normal Collective Agreement staffing options would be provided to staff at St Paul's School that did not win positions at our Lady of Fatima. Other current positions at Our Lady of Fatima School (including the Principal) would be retained.

Option 3

- Cancel the integration agreement of 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 options of equivalent positions in the 'new school 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.

Final Round of Engagement

Option A (Option 1 in the second round of engagement)

- 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.

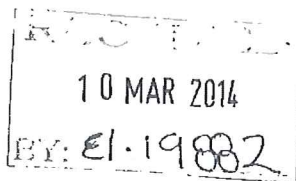
Option B (Option 3 in second round of engagement)

- 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 school 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.



Cathedral House on Washington
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Christchurch 8140
New Zealand



5 March 2014

Hon Hekia Parata
Minister of Education
Private Bag 18041
Parliament Buildings
Wellington 6160

Dear Minister Parata

**Re: Proposal to Close St Paul's School (MOE No. 3541) &
Our Lady of Fatima School (MOE No. 3460) and
establish St Francis of Assisi Catholic School**

I write regarding our agreement in principle to reorganise Catholic primary schooling within the Catholic parish of Mairehau to provide 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).

I have undertaken a third and final round of consultation on two options for developing this Catholic schooling provision. This third round of consultation was limited to the affected parties - the staff (the employees) and the boards (the employers) of the two schools.

The independent facilitator's report on this consultation is enclosed.

I have given serious consideration to the consultation responses. The detail and results of my considerations and deliberations on the feedback I have received to my consultation are enclosed.

My decision and proposal to you is to close both St Paul's School and Our Lady of Fatima (OLF) School and establish and integrate a new school, St Francis of Assisi Catholic School, on the current OLF site.

Yours sincerely

† Barry Jones
Bishop of Christchurch

Encl. 1 (Executive Summary & Decision Proposal)
Encl. 2 (Independent Facilitator's Consultation Report)

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

Executive Summary

1. I undertook a third and final round of consultation on two options for developing this agreed in principle Catholic schooling provision; the two consultation options were:

Option A: Cancel the integration agreements for both current schools and establish a new state integrated school on the current Our Lady of Fatima (OLF) School site. In this option all positions at both schools would be terminated and positions at the new school would be advertised nationally.

Option B: 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.

2. No consensus of support for any particular option resulted from this third round of consultation:

(a) 21 staff responded to the survey on the two options; of these, 13 staff (62%) voted in favour of option A and 8 staff (38%) voted in favour of option B.

(b) 15 of the OLF staff did not respond to the survey on the two options and chose to put in a submission in favour of the option we withdrew from the consultation process following the second round of consultation – the continuation of OLF School and the closure of St Paul's School; an option that the staff of St Paul's School would not support.

(c) The submission from the Board of Trustees of St Paul's School notes benefits in both option A & option B and they would support either option, as determined by me (as Bishop and Proprietor) and by you (as the Minister of Education).

(d) The submission from the Board of Trustees of OLF seeks the reinstatement of the option we withdrew from the consultation process following the second round of consultation – the continuation of OLF School and the closure of St Paul's School; an option that Board of Trustees of St Paul's School would not support.

3. The submission of the OLF School Board of Trustees provided their view that the implementation of option A would lack the genuineness that a reorganisation requires should redundancies arise.

I do not concur with this point of view.

My proposal, regardless of the option chosen to develop our agreed in principle new schooling entity, is a genuine reorganisation of Catholic primary school provision in St Francis of Assisi Parish due to an earthquake.

OLF School was the parish school of Our Lady of Fatima Parish and St Paul's School was the parish school of St Paul's Parish. Neither Our Lady of Fatima Parish nor St Paul's Parish currently exists.

In January 2012 I, Bishop Barry Jones, established the new parish entity of St Francis of Assisi Parish by the amalgamation of Our Lady of Fatima Parish and St Paul's Parish (along with Holy Family Parish).

The new schooling entity of St Francis of Assisi School will be the parish school of St Francis of Assisi Parish.

This is a genuine reorganisation of Catholic primary school provision in St Francis of Assisi Parish due to an earthquake.

4. As Bishop and 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.

5. Given the lack of consensus, my decision must be to seek your agreement to the implementation of option A (as detailed above).
6. In addition, I would ask your consideration of all surplus operations grant funds of both schools being retained in the new schooling entity and not being absorbed into the consolidated fund.

Conclusion & Decision Proposal

Minister Parata, given the consultation feedback and my subsequent consultation considerations (*as summarised on pages 2 & 3*), I would request your consideration to supporting option A 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.

This option A being the cancellation of both integration agreements and the closure of both schools and the establishment of a new state integrated school, St Francis of Assisi Catholic School (SFOA), on the current Our Lady of Fatima School (OLOF) site.

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.	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.	

In addition, I would ask your consideration of all surplus operations grant funds of both schools being retained in the new schooling entity and not being absorbed into the consolidated fund.

¹ Primary Teachers' Collective Agreement

² Primary Principals' Collective Agreement

³ Support Staff Collective Agreement

Consultation Report and attachments – Yvonne Preece, January 2014
withheld.