

P&C ASSOCIATION MEETING MINUTES

Date: 2/5/22

Venue: Cromer Campus Library, 7.30pm

Attendance: Andrena Kenneth, Paula Cowan (PC), Aaron Holborrow (AH), Matt Soltau (MS), Claire McHardy, Shelley Clutton, Julie Roper (JR), Michael Roper (MR), Roberta Sawden (RS), Virginia Sue, Jenni Davies (JD), Rob Feltscheer (RF), Kim Feltscheer, Teresa Burgess (TB), Jackie Reavie (JR), Jenny Jones (JJ), James Briseboi (JB), Jake Krausmann (JK), Cathy Butler

Principal: Justin Hong (JH)

Special Guest: Ms Liz Griffin (LG), Integrative Studies Teacher, NSW Teachers Federation Representative

Apologies:

Special Guest Liz Griffin, introduced by JH was invited to come and talk about the NSW Teachers Federation and the impending industrial action this Wednesday 4/5/22

1. As an Integrative Studies Teacher, LG thanked the P&C for the outdoor furniture in the International Garden. This area is a hive of activity for the kids at recess and lunch, and is also used during class time for teaching life skills and other learning experiences.
2. **Teacher shortages:** In the 90's there was never a shortage of casual teachers, even in low socio-economic areas. Currently the situation is very different with extensive teacher shortages both contract and casual. This is not related to COVID and has been a growing problem for the last few years. COVID has just accentuated the problem. This issue has been raised repeatedly with the Government over the years without impact. Currently Cromer has 3 full-time posts that can't be filled. Teachers are being lost due to workload, cost of living here on the Beaches, or the length of commute to get to the Beaches from a more affordable living area. Statewide in term 4 2019 there were 1000 vacancies. At the end of term 1 2022, there were 2300 vacancies. This is why teachers are striking on Wednesday. They don't want to, but they have to make a statement that kids are being shortchanged in their education and need more teachers available to teach them. LG ended with a thank-you to the parents for their support in past, present and future.
3. The discussion following this presentation:
 - a. Clarified that teachers have a specific request for a 5-7% increase in wage to equal inflation. They are currently being offered 2%.
 - b. It was recognized that there is no quick fix to this situation and that there may be ongoing industrial action until the Government acknowledges the issue.
 - c. Neither of the major political parties are mentioning education in their election pitches.
 - d. Under the current funding model, funding for private school students is over 100% of the recommended standard. In comparison, public school students are funded well below the recommended standard.
 - e. Private schools, who have the ability to offer higher salaries to teachers, are also struggling to fill their vacant posts.
 - f. Recruiting teachers from overseas was being looked into but there is also a shortage worldwide, and teachers who come from overseas are usually not long-term career teachers.
 - g. A request was made:
 - i. For parents to sign up on the 'More Than Thanks' website to show support for the industrial action
 - ii. To send a direct email to Sarah Mitchell, the State Minister for Education, showing support for the Industrial Action, to document that the strike has made us aware of the

teacher shortages and also to make direct requests for things such as increased wages for teachers to make it an attractive profession again. Direct proof of the teacher shortages has been for the need to restructure the year 9 electives here at Cromer – some of the TAS classes (food tech, woodwork) have needed to be cancelled due to lack of teaching staff.

- h. PC suggested the P&C write a letter of support to the teachers
- i. LG concluded with the offer to all parents that they can contact her via the office if they have any questions or suggestions.

JK moved the motion that the P&C recognizes the teacher's right to strike and the contributing factors leading to this action. The motion was seconded by JD and JR. A unanimous vote supported the motion.

Principal's Report:

1. Thanks to the parents for their support.
2. 3 teacher vacancies at present, can't fill them. No computer studies teacher for 3yrs now.
3. Every light in the school is being replaced with an LED in a Dept of Education led initiative. This wasn't completed during school holidays as planned, so the installation team are currently working until midnight each night for next 2/52 to complete. School gym lights haven't been replaced but will do so in future.
4. Upgrade to the school front office – work should begin this year. The Dept of Education is funding 50%, with the other 50% from the school.
5. Naplan begins in week 3 for years 7 and 9. This will be online. The wi-fi for the school was upgraded last year in preparation for this. It is really important that kids have laptops with them each day for the next 2/52. There is a possibility that the HSC will be completed online in future.
6. COLA: The construction of the new COLA in the back oval is approximately 2-3/52 behind schedule due to wet weather but the retaining wall has been built.
7. Starting Principal School Tours again. This year they are being designated to individual schools but anyone can pick up another tour if they miss their specific school one. The first one is this Thursday for Cromer and Narraweena. 60 people are already signed up. Tours will continue throughout the term on Thursday mornings at 9am every fortnight. Bookings are essential for each tour. Information has been sent to each of the feeder primary schools. AH suggested that parents could help out on the tours answering visiting parent's questions. JH agreed and welcomed this support.
8. With the increased numbers of students in the school, there is a need to reopen and upgrade the S block toilets.

Questions from P&C members:

1. The damaged areas of the school from the storm before Christmas are still awaiting repair. This delay is due to the insurance claim through the Dept. of Education. JH hopes repairs will be complete before the end of term.
2. With all the negativity surrounding the teacher shortages, delays in building works, and repairs PC requested positive news:

- a. JH conducted the first 'whole of staff' meeting and morning tea – great to have the whole staff team in one room at one time
- b. School excursions are restarting
- c. Students are really happy to be at school
- d. Lunchtime busking has started again and has proved to be very popular with competition to sign up for slots at lunchtime. The staff enjoy going to eat lunch and listen to the students.

Treasurer's Report (MS):

NET POSITION as at 1/5/22:

Balance brought forward	\$72,466.74
Income	\$10,996.71
Expenditure	\$565.98
Total in Bank	\$82,897.47
Girls programme	\$11,330.29
Band	\$4731.60
Committed Expenditure	\$0.00
Available Funds	\$66,835.80

President's Report (JR):

1. Jackie invited to attend the Northern Beaches College Parent's Advisory Group (NBCPAG) by Dane Ropa (College Principal).
 - a. The aim of this group is to share information from each campus' P&Cs and utilize the unique strengths of parents within the college to enhance the lives of the children.
 - b. Prior to the meeting, Dane had sent out separate surveys for parents and students and presented the results at the meeting:
 - i. The key question for parents was 'What is important to you as a parent within all aspects of school life?' The results with 100% agreement from every parent were: the environment, arts, and mental health
 - ii. The same key question was asked of the students. The results with 100% agreement were: mental health, and diversity
 - c. There followed a big discussion around mental health. It was recognized that there are a number of students struggling, including students who are couch surfing or homeless, yet still attending school. The Northern Beaches Project used to help these students but funding stopped. Dane Ropa is going to find out what happened to funding. It was suggested that a working group formed amongst the campus parent's may be able to help in some way.
 - d. Grants were discussed. Manly and Balgowlah do well with grants as they have a parent who does this as an occupation. The information about grants will be shared amongst campus' so that all parts of the college can benefit
 - e. JR was excited to be part of this NBCPAG and noted that at the next meeting they would love to have more parents join.
2. JR sees her job this year as raising the profile of P&C to encourage more parents to get involved and utilize this direct communication link with the school by:
 - a. Broadcasting the Principal's report at P&C meetings
 - b. Having pre-written questions from parents to be answered by JH during the meeting
 - c. Holding P&C social events

- d. Encouraging communication from parents of the school with herself as P&C President to let her know what their concerns are, what they'd like to see from the school etc
3. The first speaker event will be held on Wed 8th June with Dr Kristy Goodwin PhD, Raising Screenagers, for parents and teachers. She will also present at 2 separate events to the students, with a survey being sent to the students prior to the event to identify relevant topics.
The P&C will sponsor this event, paying Kristy \$7000 for the 3 meetings and survey. The events will also be filmed for reuse.
The parent/teacher event will then be ticketed at approximately \$30- and have a sausage sizzle, to raise funds for the P&C.
Kristy has also offered to donate a % of the sales of her books on the night to the P&C funds.

A vote was held to agree on this cost to the P&C of \$7000. Agreement was unanimous.

JR requested help:
 - a. With setting up a ticket sales site such as EventBrite
 - b. Forming a team to run the sausage sizzle
4. A second event in planning, as suggested by RS at the last meeting, is the Man Cave workshops to support the male students. These workshops address communication, vulnerability etc and are run by men for boys in yrs1-9 and yrs10-12. They will be an 'in-school' event and run as a full day workshop. Once costings are finalized it will be formally presented to the P&C to vote to give financial support.
5. JR would like to see one of these events rolled out each term, with the term 3 event being a Pelvic Health talk for students and parents to raise awareness of conditions such as endometriosis that have lifelong implications for girls and women, but have traditionally been dismissed until the consequences are severe.
6. Further ideas for this year are:
 - a. Building a database of parents who are willing and able to help out other parents and families in need within the school. JH offered to send out a questionnaire to facilitate building this database, asking what support a family may be able to provide, whether that's a talk at the school or an expo event for careers, mentoring a child, meal support, or other
 - b. Building the school community again
 - c. Adding a 'pay it forwards' option at the canteen – where parents can buy an extra meal to be given to a student in need
 - d. Uniforms: currently there is a problem with the supplier always being short of stock. There is an option to look for another supplier and possibly to look at different uniform options (without changing overall uniform style, colours).
7. JR thanked TB for providing each teacher with a chocolate bunny for Easter to thank them for their work. A similar thank you will be done at the end of each term. A nice morning tea was suggested for the end of term 2.
8. The canteen needs new chest freezer as they're expanding. A quote will be sought and presented at the next meeting

9. The school canteen has been registered with the sustainability programme through the Northern Beaches Council. This will assess the sustainability of the current canteen practices and offer solutions to optimize them.
10. A new date will be set for the Working Bee
11. Cromer campus will be an election day polling station. P&C will run a sausage sizzle and cake stall to raise funds. RF will put together a roster for volunteers to sign up to. JR and MR will help run it.

Close:

The meeting was officially closed at 10.04pm

Next Meeting:

Monday 6 June 2022, 7.30pm Library

In addendum the letter to be sent to the teachers in support of the strike on 4th of May as follows. This was voted on and agreed unanimously:

Dear Northern Beaches Secondary College Cromer Campus teachers,

Re: Wednesday 4th May industrial action

On behalf of parents and the community members of NBSC Cromer Campus, the P&C Committee extends its full support for the industrial action that took place on Wednesday 4th May 2022.

As you stepped out and went on strike, please know:

- We respect and admire the teaching profession and know you deserve better rates of pay and recognition.
- We recognise the impacts of teacher shortages on the wellbeing of teachers, students and administrative staff at our school and the educational outcomes for our children.
- We agree an urgent solution is required to boost the number of teachers at our school, and around NSW.

We believe education is the greatest agent of change in a person's life and you, the teachers at Cromer Campus, provide this for our children with care, commitment and courage.

Thank you.

We are also writing to the NSW Government Education Minister and NSW Treasurer to register our support for you, our teachers, and to urge them to respond to the clear demands put forward by the Teachers Federation.



Yours Sincerely,

Jackie Reavie
P&C President