

Raumati Beach School

Updated MAY 2019



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A) Purposes

Raumati Beach School receives units from the Ministry as part of the school staffing allowance. At RBS units are used for the purposes of management responsibility, recruitment, retention and or reward as per 3.12.1 of the collective agreement

B) Belief

At RBS we believe that staff should be remunerated for taking on positions of extra responsibility and leadership.

Actions

1. The Raumati Beach Board of Trustees (Delegated to the Principal) is responsible for the allocation of all Units.
2. Units will be allocated in accordance with the provisions of the Current Primary Teachers Collective Agreement.
3. The Principal will provide if requested, the BoT with recommendations and advice on the allocation of Units. The allocation of units is in itself a MANAGEMENT decision.
4. The BoT may elect to allocate Units for the provision of additional support or as allowances for teachers on the advice of the Principal. However the final decision for the use of the units rests with the Principal
5. The BoT through the Principal will endeavour to allocate all Units to teachers in the year they are received.
6. Units will be used to support the school's management / leadership structure and where possible to provide a career path for teachers. They will as much as possible also support the strategic direction of the school.
7. Units may be allocated in relation to specific roles and responsibilities, especially those as set out in the strategic plan
8. The roles and responsibilities attached to **Non - Tagged** Units will be notified (this will be linked to the upcoming school goals) and teachers may apply to be considered for the allocation of a Unit or Part Unit. Descriptions for units that are tagged as not being for key leadership / responsibility areas will be circulated prior to the end of each year, if there are surplus available. (The Principal may elect to hold units for later in the school year as staffing can change which can lead to a reduction in units) These proposals will be reviewed by the Principal / DP 's if available.
The first priority will be for non tagged units, which have a direct impact on enhancing aspects of student learning and those, which support other school goals. Units in the first instance should be directly linked to remuneration for DP's, Team Leaders and then schools strategic plan
9. Units may be allocated permanently or for a fixed term and purpose at the Boards discretion. (60% of Units must be permanently allocated).
10. Fixed Term units may be allocated for 1 or more school terms.
11. Staff may be consulted from time to time on how Units are to be used in the school.

REVIEWED: May 2019