

Board Newsletter

Napier Kindergarten Association

March 2012

The joy of teaching, the love of learning

From The President

Welcome to the first Board newsletter for 2012. I hope that all our children and their whanau have settled in and are enjoying our positive learning environments and wonderful staff.



The Board has recently had discussions on our strategic goals and we are excited by the feedback received from staff while developing our vision of what holistically healthy children, financial stability and quality staff looks like going forward. Having these robust discussions creates future focus and initiatives for investigation which will enhance and strengthen our vision of enriching children for life.

I would invite you to consider being part of the Board and its' vision for the future and look forward to seeing you at our AGM on Monday 30th April.

Jude Henderson, President

Call for Board Nominations

Nominations for the Napier Kindergarten Association Board of Trustees Members are now called. Nominations are required to be forwarded to the General Manager no later than **Friday 5 April 2012**.

Who can make a nomination?

- Any Member of the Association may make a nomination.
- Every nomination must be seconded by a Board Member (we'll arrange a meeting for you with a Board Member).

Who may be a nominee?

- Any person, excluding an Association employee, may be a nominee.

How is a nomination made?

- Nominations are submitted to the General Manager on a form (which can be obtained from your kindergarten, the General Manager or our website).
- The nomination must be agreed to by the nominee and accompanied by a letter of interest, a **brief** resume, references, referee details and a Criminal Disclosure authority

What happens after my nomination is submitted?

- Your letter of interest will be distributed to Association Members at least a fortnight before the AGM.
- At the AGM nominees will be introduced to the Members who will have an opportunity to ask nominees any questions they may have.
- Voting will occur at the meeting. Nominees must receive 50% or more of the votes of those Members in attendance to be elected to the Board for a 2 year term.

Our General Manager is available to provide assistance to any person interested in being nominated to the Board.

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Meet The Board



Left to right: Christina Morgan, Rose Johansen, Jay Campbell(resigned), Andrew Graney, Nicola Newton-Howes, Jessica Uri (Vice President), Jude Henderson (President)



Introducing new Board Members:
Rhonda Parsons & Kylie Moody

Back Copies of Board Newsletters Are Available

These can be located on our website or requested from your teaching team or the Association.

Coming Up.....

Association AGM 30 April
7:00pm @ Tamatea Kindergarten, 3 Norfolk St, Tamatea

Next Board Meeting –
2 April 2012 @ 7:00pm
(Association Offices, 66 Kennedy Rd)



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Parent Surveys



A very big thank you to the 246 parents who completed our parents and caregivers survey in December 2011, providing us with insights into how well parents consider we are doing at Napier Kindergartens.

We are pleased to announce the following kindergartens will each receive \$ 150 as they had the highest response rates to the survey:

- Wharerangi Kindergarten
- Mary Richmond Kindergarten
- Bette Christie Kindergarten

Each kindergarten has received a report of the summarized survey responses that relate to their individual kindergarten. This report is confidential to the teachers, but do not identify any parent or caregiver.

Following are some of the overall results of the full survey:

Overall satisfaction

The survey results indicated we are doing very well in meeting the majority of the needs of our families by providing welcoming kindergartens that offer a good range of activities and resources to children with, good communication and consultation at kindergarten level. 100% (246 parents) would recommend kindergarten to others.

Information

The most important information parents wanted to know about an ECE provider was about their reputation, followed by hours of operation. Parents were really interested in knowing about their child, how they might support learning or behaviours at home and upcoming events at their kindergarten.

The kindergarten experience

Parents most wanted their children to develop confidence, social skills and friendships and to be prepared for school. It was important for parents that their children are having fun, are safe and happy.

Fees

65% (161 parents) said they could afford to pay some form of fee. Of these 25% (56 parents) said no matter what fee was charged it would not affect their child's enrolment, while 48% (105 parents) said the size of the fee charged would determine whether it affected their enrolment. 26% (57 parents) said that any fee charged would result in cancellation of enrolment or reduction in the number of hours enrolled.

The Board

Responses indicated there was some lack of understanding of the role of the Board, how its decisions affect kindergartens and how it consults with parents - clearly some work in this area would be beneficial so that parents understand the connection between the Board and their kindergarten.

Once again, thank you for your feedback.



Who Are Association Members?



Our Association Members are:

- You, the parents and caregivers participating in our services
- Board of Trustees Members
- Life Members

Members have voting rights at all General Meetings. Our staff are employees of the Association, rather than Members, so they have no voting rights at these meetings.

Te Awanga's new interior:



Wairoa's new playground:



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Kia ora koutou katoa

Remit for consideration – Board Payments

Board Members are responsible and accountable to Members for the effective running of the Association, strategic planning for the future and policy development. There is an expectation that Board Members will attend a number of meetings, undertake professional development, take an interest in early childhood education issues and participate in a number of standing committees. The value of investment in a Board which is professionally developed and engaged is evident in their preparedness to develop strategies and make wise decisions which have a direct impact on our staff, families and children.

Many of our Board Members are in paid employment and in order to participate in various Association activities that occur during their normal working hours must use annual leave, take leave without pay or work additional hours to recoup time spent on Association business or professional development. In order to reduce barriers to participation the Association pays Board Members fees and reimbursements for the more formal duties they undertake. The underlying principle of reimbursements is that no Board Member should be financially out of pocket as a result of attending to Association business.

Board payments are reviewed annually and are set at a level that is comparative to fees paid by similar organizations and which can be accommodated within our budget. Any proposed variation to such fees must be submitted to Members and passed by Members vote at a General Meeting.

By setting realistic and equitable Board payments the Association enables and encourages a greater level of participation.

The Board has completed its annual review of Board fees and payments and is submitting to our Members our recommendations for the level of three payments to be increased as outlined over page.

No change is recommended with regards to payments and reimbursements set for Strategic Planning Days and the Appointments Committee.

Members will have an opportunity to discuss this matter or raise questions about it at the Annual General Meeting to be held 30 April 2012.

In the interim Members are invited to submit any questions about the proposed increases to the President (Jude Henderson – email judes123@xtra.co.nz or ph 027 296 4357) or the General Manager (Helen McNaughten – email: gm@napierkindergartens.co.nz or ph 027 442 3163).

Members will be asked to vote on the following motion at the Annual General Meeting:

Motion: That Board Members and Staffing Committee Members meeting fees & reimbursements be increased with effect from the 1 January 2012, as set out over page.



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	Current	Proposed
<p>Board Meeting Payment</p> <p>Payments made to Board Members for attendance at Board Meetings, Assn AGM & strategic planning days, plus reimbursement of expenses incurred in attending to Board business or on behalf of the Board/Assn.</p> <p>Each Board Member receives payment. General Manager, Education Managers & Finance Manager do not receive payment.</p> <p>Payments reviewable annually.</p>	<p>\$ 50 per meeting to each Officio Board Member (inc Staff Board Member). Chairperson receives an additional \$ 20 per meeting.</p>	<p>\$ 55 per meeting to each Officio Board Member (inc Staff Board Member). Chairperson receives an additional \$ 22 per meeting.</p> <p>Rationale for change:</p> <ul style="list-style-type: none"> • Payment is in line with payments made by similar organisations. • Payment has not been changed for over 10 years. • Acknowledges additional unpaid time spent on reading, meeting preparation, decision making that occurs outside of meetings & time spent at kindergarten AGM's.
<p>Board Conference Attendance</p> <p>Payments made to Board Members for the cost of attending NZK and/or NKA conferences.</p> <p>Payments reviewable annually.</p>	<p>Costs of travel, accommodation, registration & meal costs covered by Association plus</p> <p>Reimbursement of costs enabling attendance – eg childcare, wages, annual leave taken</p>	<p>Costs of travel, accommodation, registration & meal costs covered by Association plus</p> <p>Reimbursement of costs of childcare or mileage incurred (in accordance with IRD rates) plus</p> <p>\$ 175 per day of conference attendance payable to each Officio Board Member (inc Elected Staff Board Member). President receives an additional \$ 20 per day.</p> <p>Rationale:</p> <ul style="list-style-type: none"> • Caps expenditure by removing full wage/salary reimbursements • Equalizes payments to attendees • Reduces barriers to participation
<p>Staffing Committee Payments</p> <p>Staffing Committee deals with staffing issues, complaints</p> <p>Staffing Committee includes 2 x Board Members, Staff Rep, General Manager, Education Manager.</p> <p>General Manager & Education Manager receive no payment for participation on the Staffing Committee.</p> <p>Payments reviewable annually.</p>	<p>\$ 50 per meeting for each Board Member including the elected Staff Rep plus mileage reimbursement at IRD noted rates.</p> <p>In addition to this the Chairperson will receive an additional \$50 per formal/legal meeting, on an as required basis, where they represent the Board.</p>	<p>\$ 55 per meeting to each Officio Board Member (inc Staff Board Member). In addition to this the Chairperson will receive an additional \$55 per formal/legal meeting, on an as required basis, where they represent the Board</p> <p>Rationale for change:</p> <ul style="list-style-type: none"> • Payment is in line with, although lower than, payments made by similar organisations. • Payment has not been changed for over 10 years. • Acknowledges additional unpaid time spent on reading, meeting preparation, decision making that occurs outside of meetings & time spent at kindergarten AGM's.

