

# Fort Street High School School Parents & Citizens Association Minutes of General Meeting

Chair: Michael Easton

- Date: 13th October 2021
- Time: 7:30 pm
- Venue: Online Meeting
- Re: General Meeting Minutes (Motions, Actions and Outcomes)

### Meeting declared open by Michael Easton – President

### Attendance – 34

Sriemom Sreng, Kalanie Prabhakar, Tasha Prabhakar, Michael Easton, Sally McCausland, Joel Morrison, Suzanne Trimmer, Gladys Ko, Don Newby, Elizabeth Kenyon, Kirrily Druery, Tania Koit, Tai Wai, Colin Wong, Robyn Elmslie, Juliette McMurray, Emily Wong, Sarah Sen, Nuryani Lay, Hung Ngo, Kevin Xu, Rebecca Cameron, Tracey Chen, Jaci Chen, Lily Li, Poh Keng Goon, Kenny Chung, Ronnie Wang, Agnieszka Bachfischer, Sarena Nguyen, Peter Bestel, Alice ???, Elvin ???, ??? Simpson

Note that there are significant challenges with electronic meetings in gathering full names of attendees. As most are not members, there is no expected impact to voting.

### Apologies

None



# **General Meeting Agenda**

- 1 **President's welcome** Michael Easton
- 2 Student Representative Council Report Kalanie Prabhakar
- 3 Secretary's Report Peter Bestel
  - 3.1 Apologies
  - 3.2 Declaration of Interests
  - 3.3 Table minutes from last meeting
  - 3.4 Correspondence
  - 3.5 Action Item Updates from last meeting
- 4 Principal's Report Juliette McMurray
- 5 Treasurer's Report Hung Ngo and Kenny Chee Chung
- 6 General Business
  - 6.1 **P&C Communications** Kirrily Druery Draft communications survey and invitation to participate in process
  - 6.2 Gallop Inquiry into Valuing the Teaching Profession Michael Easton Update on letter and responses
  - 6.3 **Re-opening of the Uniform Shop** Michael Easton
  - 6.4 **Purchase of Air Purifiers** Michael Easton See attached proposal
  - 6.5 Year 12 Function Catering Michael Easton
  - 6.6 Planning for 2021 AGM Michael Easton Office bearers and executive committee
  - 6.7 Acknowledgement of Teacher Activities / Achievements
- 7 Membership Administration
- 8 Next Meeting General Meeting Wednesday 10<sup>th</sup> November, 2021 (Zoom)



### **General Meeting Minutes**

### 1. President's welcome – Michael Easton

- Michael welcomed all attendees and outlined the meeting.
- Welcome to Country "We acknowledge the Traditional Owners of the country on which we meet today, the Gadigal people of the Eora nation, and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and emerging."

### 2. Student Representative Council Report – Kalanie Prabhakar

- All of the students are very happy to be going back to school.
- There are SRC camps and voting for a new president coming up.
- The SRC may want some assistance with projects and will come back to the P&C after the elections.

### 3. Secretary's Report – Peter Bestel

- 3.1. Apologies
  - As above.

### 3.2. Declaration of Interests

• No interests or conflicts raised.

### 3.3. Table minutes from last meeting

Motion	That the minutes from the previous general meeting, 2021-08-11, be accepted as a true record.		
Mover	Peter Bestel		
Seconder	Michael Easton		
Result	Passed		

Motion	That the minutes from the previous general meeting, 2021-09-08, be accepted as a true record.		
Mover	Peter Bestel		
Seconder	Michael Easton		
Result	Passed		

### 3.4. Correspondence

• None.

### 3.5. Action Item Updates from last meeting

• Action item for the P&C to post to Facebook to request that families get prepared (regarding face mask purchase for back to school) – done.



# 4. Principal's Report – Juliette McMurray

- Wellbeing day is tomorrow, based on the mental health week / month.
- Year 12 are still part of the wellness day.
- The department is taking over hosting / running of the school web site, though the school will still be able to publish content.
- NAPLAN year 7 and 9 data have arrived at the school and we are determining how best to process and distribute.
- A new GA was hired at the end of last term but is still waiting to come on-site.
- The school are putting together an interview panel for a new office staff member and youth worker. All previous applicants for the youth worker position who were offered the job declined.
- The year 12 study session bubbles appear to have been working well.
- The HSC starts in week 6 and proceeds through to week 9.
- Hopefully the year 12 breakfast and farewell will proceed at the end of week 9 or 10.
- The school is very ready for week 4, but still have a lot of work to complete.
- Rebecca Cameron has been working very hard on the new timetable, which has had to incorporate the separation protocols.
- The school are well prepared with essential supplies.
- The week 4 separation model is expected to be chaotic and causes problems with space when attempting to include year 12.
- There will be no whole year group or inter school sport.
- Class groups of 30 only, which is very difficult to organise.
- There are some significant space limits when preparing this, which the school are working through.

### 5. Treasurer's Report – Kenny Chee Chung

- See attached for current accounts.
- Payments have not yet been made for completion of the yarning circle and outdoor gym.



### 6. General Business

### 6.1. P&C Communications – Kirrily Druery

- Survey wording is done and is still being translated into other languages.
- Still looking at apps to help with conversion and support from native speakers of other languages.
- Action item ensure that survey is sent out via the school and Facebook.
- There were a number of offers of support for the translation.
- Will need help to interpret responses to survey in other languages.
- Want to update the year 7 FAQ document with new information.
- Want to follow up on videos there were not many received but the orientation video is excellent.
- Action item Rebecca Cameron to send year 7 parent questions to Kirrily.

## 6.2. Gallop Inquiry into Valuing the Teaching Profession – Michael Easton

- Reviewed the letter regarding teacher pay and conditions and the response.
- See attached for details.

## 6.3. Re-opening of the Uniform Shop – Michael Easton

- The uniform shop remains open for on-line only sales at this time.
- Collections can be organised from the front office.
- New students will have a similar process to last year year 6 getting ready for year 7 can come onsite but without parents.
- There are a number of deliveries to check and payments to be made to suppliers for stock.
- Gladys is allowed to come in to the uniform shop to manage stock after school hours.
- There is a lot of process depending on a successful staggered return to school.
- Any helpers with the uniform shop will need to get their double-dose vaccination details to Kellorin before coming on site.
- There is an orientation planned for weeks 8/9 and more may be possible after hours, on weekends, etc.
- We are also considering uniform pick-up from the car park before start of term next year.
- Face masks will be coming into the shop soon. There are two styles, navy or maroon, with Fort Street logos.
- Action item get the Square payments system over to the office to enable student payments for masks.
- Action item get the masks on the ordering portal for online payment and office delivery.
- Action item ensure that there is a link from the school web site to the uniform shop portal.
- Action item ensure that Mercurius and Facebook publish that the walk-in store is not open this term.

# 6.4. Purchase of Air Purifiers – Michael Easton

- The meeting reviewed the proposal / review from Sally regarding purifiers (see attached).
- The school has been having lots of conversations with the department and NSW infrastructure around windows and air purifiers.
- The school has been told that a number of purifiers have been purchased, as the school is sealed for the most part (due to aircraft noise work previously)
- The school has been promised more regular cleaning of the HVAC systems.
- Classrooms which have been created from converted storerooms have not been classified as such and so are excluded from review (department red tape). This means that they continue to have poor air quality and some moisture issues.



- Major impact is on the IMP.
- There are approximately 11 rooms needing 1-2 air purifiers.
- There are other reasons to have the purifiers, including general air quality issues due to the position of the school and potential smoke days.
- Sally will work on this and consult with the community on offers, discounts and the possibility of larger units for the larger spaces.

Motion	That the P&C spend up to \$30k on 20 air purifier units in order to assist the school with the problem rooms.		
Mover	Michael Easton		
Seconder	Peter Bestel		
Result	Passed		

### 6.5. Year 12 Function Catering – Michael Easton

- The meeting discussed the state of resources for students and staff, as well as the overall wellbeing budget.
- The P&C are prepared to contribute more to wellbeing on direction from the school.
- Year 12 have had a particularly difficult year.

Motion	That the P&C make available \$3000 to provide additional resources for the on-site year 12 farewell.		
Mover	Michael Easton		
Seconder	Elizabeth Kenyon		
Result	Passed		

### 6.6. Planning for the 2021 AGM – Michael Easton

- The November meeting has the AGM proceeding the GM.
- Action item must send out the announcement ASAP.
- Michael outlined the meeting format and discussed candidates.
- The meeting will again be online, with no plans to allow parents back on the school grounds at this time.
- The P&C are planning for a December meeting and hoping that it can be offsite but in person.

### 6.7. Acknowledgement of Teacher Activities / Achievements

- Thanks to all of the teachers and staff for working during this difficult time.
- Thank you to Rebecca Cameron for the enormous effort around planning back to school and the timetable changes to comply with segregation requirements.



### 6.8. Other Business

- Action item Robyn to run the donations program again this year for an end of year event for the teachers and other school staff. May need some assistance with running this.
- Feedback on the National Teacher Awards we are unaware of any success for our nominees at this time.

### 7. Membership Administration

- No actions.
- 8. Next Meeting AGM and General Meeting Wednesday 10<sup>th</sup> November, 2021 (Zoom)

Meeting closed at 9:08pm



# **Tabled Documents – Financial – Hung Ngo**

# **Profit and Loss**

# Fort Street High School P&C Association All Business Units 1 September 2021 to 30 September 2021

	Uniform Shop	Total
Less Cost of Sales		
Purchases - Uniform shop	325	325
Total Cost of Sales	325	325
Gross Profit	(325)	(325)
Less Operating Expenses		
EFPOS and Card Fees	42	42
Total Operating Expenses	42	42
Net Profit	(367)	(367)

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# **Balance Sheet**

# Fort Street High School P&C Association As at 30 September 2021

30 Sep 2021

Total Fixed Assets	4,54
Plant & Equipment at Cost	4,54
Furniture & Fixtures at Cost (12100)	5,47
Furniture & Fixtures Accum Dep (12110)	(5,470
Fixed Assets	
Total Current Assets	224,53
Term Deposit - 673046	80,00
Term Deposit - 673038	80,00
Petty Cash	9
Inventory	64,43
Current Assets	
Total Bank	268,97
Uniform Shop Westpac - 24-4959	39,98
P&C Cheque Account	141,04
IMP SUB Cheque Acct 29-3216	87,94

Current Liabilities	
GST	(93)
Rounding	-
Superannuation Clearing	58
Trade Creditors	(73)
Total Current Liabilities	(107)
Total Liabilities	(107)
Net Assets	498,154
Equity	
Current Year Earnings	109,777
Retained Earnings	388,377
Total Equity	498,154

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# **Tabled Documents – Fundraising Report – Elizabeth Kenyon**

	Fort Street Nigh School	Fundraising	
	Parents' & Citizens' Association	Fundraising Representative:	Elizabeth Kenyon
LIGH AT A CALL BOARD	E: fortstreethighschool@pandcaffiliate.org.au	Date of last meeting:	8 <sup>th</sup> September 2021
		Date of this meeting:	13 <sup>th</sup> October 2021

### Action items/major activities since last report:

- 2021 National Excellence in Teaching Awards Finalists to be notified mid-October. Nominated teachers Jenny Xu, Derek Patulny, Justyn Boyle, Michael Galvin and Joel Morrison.
- Elizabeth contacted the Inner West Council and explained that the Kitchen Garden progress has been affected by the Rowe Quad construction and then the lockdown.
- Fort Street High school face masks sourced and ordered 3 layer masks in maroon or navy with a small silver Fort logo. To be sold online through the Uniform Shop for \$8 per mask, collection from the school office when students return. Dates could be tight now the return to school has been brought forward by 2 weeks.

### Action items in progress/pending:

- **Pending** Fort Street Open Day (Ron Horan Museum opening) A new date is yet to be announced, but the P&C will run a Devonshire Tea Room between 4-6pm. Scones, cakes, tea and other refreshments available, no charge, but donations encouraged (Square reader and cash jar).
- **Pending** Matilda the Musical The P&C will look after ticket sales and catering, with a view to raising enough money to cover the costs borne by the P&C in staging the production. Catering will be a 'Food Fair', carnival type stalls in the Rowe Common Room noodles, sausage sizzle, popcorn, ice cream open for 1 hour prior to the performances and during the interval. TryBooking is set up with money to go to the P&C account.
- Thank you lunch for teachers Group fundraising page to be set up in Term 4 for a lunch/gifts (Covid circumstances to determine) to thank teachers for their outstanding efforts during lockdown. Robyn to organise?

### Announcements:

# Additional notes, comments and/or suggestions:

Aims for 2022:

- 2. Target alumni for specific fundraising appeals eg. School Minibus, Oval seating, Recording studio
- 3. Find other ways of building community within COVID-19 restrictions eg. smaller year-based outdoor events
- 4. Some form of Fort Fest, maybe a smaller community open day or Food Festival. Term 3?
- 5. NB. 2024 Fort Street is 175 years old!

<sup>1.</sup> Apply for more grants



# **Tabled Documents – IMP Report – Suzanne Trimmer**

	Fort Street High School Parents' & Citizens' Association ABN 59 424 414 672 E: fortstreethighschool@pandcaffiliate.org.au	IMP subcommittee	
		<b>Representative:</b>	Suzanne Trimmer
		Date of last meeting:	October 2021
		Date of next meeting:	2022

### Action items/major activities since last report:

- The IMP has continued to adapt to COVID through the lockdown to deliver online rehearsals and tuition to IMP students.
- Attendance at online rehearsals has been good throughout lockdown although it is evident that students will relish returning to live rehearsals and playing when possible.
- Current COVID restriction levels mean live rehearsals and performances will not be possible for much of this term, and it is unclear whether an end of year concert performance can go ahead. If possible, a live playing event will be held for students.
- Planning is underway for 2022 including for the 2022 band camp, subject to any restrictions which remain.

### Action items in progress/pending:

The IMP is preparing its 2022 budget for funds held in the IMP's P&C Westpac account for submission to the P&C AGM.

### Announcements:

Nil

### Questions for the P&C and/or wider school community:

The IMP subcommittee is recruiting for new committee members. Any P&C member is welcome to attend the IMP AGM and nominate for a position, on 8 November 2021. Please email <u>Suzanne Trimmer</u> if you are interested. An email will be sent around to all parents listing the positions and their duties.

### Additional notes, comments and/or suggestions:



# **Tabled Documents – Gallop Inquiry – Michael Easton**



Fort Street High School

12 September, 2021

The Hon. Sarah Mitchell, MLC NSW Minister for Education and Early Childhood Learning 52 Martin Place Sydney NSW 2000

Dear Minister,

#### Gallop Inquiry – Future of the Teaching Profession

Fort Street High School is a selective co-educational public school in the inner west of Sydney, and one of the oldest schools in Australia. Students and their parents choose Fort Street so that they may take advantage of its longstanding reputation for academic excellence, and the culture of the school which emphasises the value of education in all its facets. This, of course, rests entirely on the quality and motivation of the teachers, a fact which is deeply appreciated by every one of us.

Skilled, dedicated and caring teachers are fundamental to the future flourishing of our society. Yet, teachers, as a profession, are undervalued and poorly treated. Not only in terms of remuneration, but also in terms of career structure, and the ever-increasing demands placed on them. The appeal of teaching as a potential profession for our children suffers as a result. We have heard that over the last ten years, Fort Street knows of only two students who indicated that they would seriously consider entering the teaching profession. Given its position as a selective high school, this is tragic.

How did it come to this? At our last meeting, the members of the Fort St HS P&C were introduced to, and taken through, the findings of the recent Gallop Report, which we understand is the first in-depth, independent examination into the profession since 2004. We found the results concerning:

- Decline of teacher salaries to the point where they are less than 50% of GPs, solicitors and other comparably qualified professionals, leading to 1250 unfilled vacancies in NSW at the start of the 2021 school year and an attrition rate of 1 in 8 teachers over the first 5 years of their career.
- Lack of career certainty, and over-reliance on temporary and casual positions we have direct experience of fantastic teachers leaving the school because it was not possible to offer them a permanent position.
- The work required of teachers has changed almost beyond recognition since 2004 with Increased burdens of administrative and other responsibilities, significant increases in student need, technology changes and not to mention the remote-learning demands associated with the covid pandemic in the past two years. This has eroded the time teachers need to prepare lessons and monitor student progress. Let teachers teach!

We strongly urge the NSW Government to take immediate action to address this critical situation. We call for the NSW Government give serious consideration to the recommendations of the Gallop Report and to their implementation, including:

- □ Removal of 1.5% salary cap and granting of 10% 15% increase in wages.
- Revised career structure including new categories of 'expert teachers', and reduced use of temporary and casual employment.
- □ Minimum increase of 2 hours per week preparation time

We look forward to your response and to discussing this further with you. We take education very seriously, and will be paying close attention to how your government addresses these matters.

Yours sincerely . .

Michael Easton President, FSHS P&C Association





Mr Michael Easton fortstreethighschool@pandcaffiliate.org.au

RML21/3859

Dear Mr Easton

I write in response to your letter of 12 September 2021, to the Hon Sarah Mitchell MLC, Minister for Education and Early Childhood Learning, regarding teacher supply and conditions and salaries. The Minister has asked me to respond on her behalf.

### Permanent teacher entitlement

Permanent school staffing entitlements are determined primarily on student enrolment numbers. There are no current plans to make any changes to the model for determining permanent school staffing entitlement.

At present, some schools continue to receive disaster supplementation as a result of the recent significant impact of bushfire and/or drought. In addition, provisions have been made to maintain executive and permanent teacher staffing entitlements in Intensive English Centres for 2022 and 2023 where there may be impact on student enrolments due to COVID-19.

### **Teacher Supply**

The Department has a range of initiatives in place to attract and retain teachers to areas of need, including:

- Existing supply initiatives teacher education scholarships; employment programs such as the Rural Experience Program; rural and remote incentives; and sponsored training programs.
- <u>New supply initiatives</u> the Department has invested \$125M over four years to implement the Teacher Supply Strategy. The Strategy aims to ensure we have a sustainable pipeline of teachers with the right qualifications in the right locations now and into the future. This includes developing new entry pathways for high achieving professionals to become teachers, while continuing to meet our entry and quality teaching standards.
- A new Staffing Agreement On 12 July 2021, the new 2021-2023 Staffing Agreement negotiated between the Department and the NSW Teachers Federation commenced implementation. The new Agreement preserves important features such as incentive transfers and includes new enhancements, such as earlier recruitment of high performing pre-service teachers, inclusion of approval to teach candidates for centrally filled roles, local eligibility lists, and a time limited opportunity for 1 point schools to appoint an eligible temporary teacher to a full time vacancy.

Should you require further information in relation to school staffing, please contact Leah Anderson, Director, School Recruitment and Placement, by telephone on 7814 1794, or email at <u>leah.anderson@det.nsw.edu.au</u>; or in relation to teacher supply

NSW Department of Education

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2 education.nsw.gov.au

RML21/3859



please contact Steven Cato, R/Director, Teacher Supply and Workforce Strategy, by email at <u>steven.cato4@det.nsw.edu.au</u>.

Teacher remuneration has increased by 2.5 per cent per annum over the period of the current Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions 2020 Award.

As at 1 January 2021, NSW public school teachers at the top of the salary scale are paid an annual salary of \$107,779. Teachers accredited at Highly Accomplished/Lead receive an annual salary of \$114,720.

The current NSW Public Sector Wages Policy provides for increases in remuneration for public sector employees, including teachers, of up to 2.5 per cent per annum. In accordance with the policy, the Government remains committed to fair remuneration and other conditions of employment that do not reduce services and are consistent with maintaining fiscal sustainability.

The current teachers' award expires on 31 December 2021 and the Department is required to conduct award negotiations for teacher salaries in line with the wages policy. Any changes to teacher salaries and conditions will need to be considered in the context of these negotiations and the wages policy.

### **Quality Time for Teaching**

Under the School Success Model, the Department has set ambitious system targets to reduce low value administrative tasks for schools by 20%, by the end of 2022.

As part of this program, the Department has released the Quality Time Action Plan. The Action Plan outlines opportunities to simplify and modernise administrative processes and practices so that teachers and school leaders can focus on the work that best supports quality teaching and learning. More information about the Quality Time program can be found at: <u>https://education.nsw.gov.au/about-us/strategies-and-reports/our-reports-and-reviews/quality-time-action-plan</u>

The report of the NSW Teachers Federation Inquiry into Valuing the Teaching Profession Confirms the importance of these initiatives. The report is considered alongside broader research and feedback from Consultation with school staff on how we can free up more time for those activities that matter most in supporting student achievement.

The Department looks forward to continuing to consult closely with teachers to ensure that they are able to spend their time on what matters most – leading, teaching and supporting students.

Yours sincerely

Erin Giuliani **R/Executive Director, Strategic Resource Management** 28 September 2021

NSW Department of Education 105 Phillip Street Parramatta NSW 2150

GPO Box 33 Sydney NSW 2001

education.nsw.gov.au

1300 679 332



# **Tabled Documents – Air Purifiers – Michael Easton**

# Proposal: the P&C fund the purchase of air purifiers requested by the school, for rooms that are inadequately ventilated, to a maximum funding envelope of \$20,000 Background

- A recent article published on The Conversation website cites findings portable HEPA filter air purifiers remove a high degree of airborne COVID. The authors recommend universal purchase for all NSW schools as a cheap and flexible way to minimise COVID exposures in schools, as well as other air quality risks such as smoke and asthma inducing dust or mould: see <a href="https://theconversation.com/we-should-install-air-purifiers-with-hepa-filters-in-every-classroom-it-could-help-with-covid-bushfire-smoke-and-asthma-166332">https://theconversation.com/we-should-install-air-purifiers-with-hepa-filters-in-every-classroom-it-could-help-with-covid-bushfire-smoke-and-asthma-166332</a>
- Many private schools in NSW are reportedly purchasing portable air purifier units.
- Victorian public schools will have an air purifier unit in each classroom.
- The NSW Department of Education is conducting audits of each school.

### Fort St

- Fort St HS has been assessed as not requiring any air purifiers as it is a "sealed school" which uses HEPA air conditioning.
- The P&C is advised that the school considers that there are several "problem" classrooms and other spaces which have poor ventilation.

### Supporting reasons for proposal:

- Portable air purifiers for under-ventilated spaces will enhance the school's COVID risk management strategy.
- In addition to the proven benefits, the presence of air purifiers in poorly ventilated rooms will reassure parents, students and staff that they are as safe as possible.
- Air purifiers can be borrowed for use at P&C events out of hours if needed.
- The P&C has sufficient funds.

### **Basis of funding request**

- The school is preparing an estimate of how many purifiers it needs.
- CHOICE has done a survey of the best air purifiers and depending on which attributes are most valued by the school, (eg, length of cord, how quiet, ease of installation) there are several good choices for between \$800-\$1,000 per unit.
- The Victorian Department of Education has ordered 51,000 of the Samsung AX7500 (AX90T) model. This model is highly rated by CHOICE and is also highly rated by independent University of Melbourne research. It retails for \$999 and requires changing of the HEPA filter every 6-12 months. A new filter costs \$150.
- If the proposal is approved, the P&C and school will consult on the preferred model and purchasing strategy.

### Timing:

• Approval is requested at the P&C meeting on Wednesday 13 October so that the air purifiers can be ordered ASAP and installed as soon as possible.