

Resourcing Direction for 2020

I need to have some big picture idea now about resourcing for 2020. There's two potential paths we should consider. The first is providing ahead for possible surplus staffing. The second is putting some investment into teaching and learning now but not being able to cover long term surplus staffing.

First Consider Savings

Savings - what should we have in the bank?

We are saving for property - we're putting \$12k aside a year. Based on our 10ypp that should cover big ticket items like repainting in due course as well as our ongoing annual property maintenance plans. So property saving is covered and is in its own investment account.

The other main purpose of saving is to cover future staffing needs which largely depend on the roll.

The Roll Situation

Will the roll fall further?

- Our surveys indicate that families are happy.
- When there are difficulties families are engaging in constructive and respectful conversations with us and we are able to sort it out.
- We have lost some families over the past couple of years who had some fundamental value differences with the school. That is now finished.
- We have reduced our non-preference roll by 33 students over the last 2 years, which explains our loss of the 8th and 9th classes.
- We still need to reduce by 11 to get to our 16 place entitlement.

All of our staff agree that the school is a much better place for these reductions.

It's hard to predict what's coming up. A significant part of our intake now is from Catholics arriving new to Oamaru.

Staff Illness

We also need money behind us if we got a big run of staff illness.

Let's say 8 teachers all got serious illnesses throughout the year (worst case scenario). We cover the first 8 days of sickness before Ministry helps out. That would be 8 (teachers) x \$320 (cost of a reliever at present) x 8 (days) = \$20480.

My comfortable rainy day amount to keep in the bank is \$140k which covers extensive staff sickness and five terms surplus staffing but it may be wise now to spend some of that. We presently have \$108k with the likelihood of saving a further \$20k by the end of the year.

The big question is - is NOW a rainy day?

Rainy Day Scenario 1 - Surplus Staffing at the end of 2020

If we fall to 6 classes in 2021. MoE surplus staffing would cover a teacher in a 7th classroom for three terms. We would fund the fourth term	\$22500
Ideally it would be good to be able to carry a class for a further year. A downward spiral is hard to come back from and once a good teacher is gone, they're gone.	\$90000
Coverage for extreme staff sickness	\$20000
Our contribution to Otago Community Trust Funding	\$11500
TOTAL	\$144,000

We could scrape through this scenario.

Rainy Day Scenario 2 - is NOW the rainy day?

If now is the rainy day we should put money out now to keep things good. It means we couldn't cover a surplus staffing situation for more than a term. But if we keep things good it may be our best bet at not facing further roll fall. We need to be attracting all our local Catholics.

Match the Otago Community Trust Grant bringing it up to \$23,000. Whatever we do with this - publicise it to the max	\$11500
Board cover 1 leadership unit if we only get 7 for 2020. We have got major curriculum development to continue.	\$4000
Board cover some extra part time hours to provide specialist teaching = 4 hours a week	\$14,080
Provision for 1 term end of 2021 surplus staffing if necessary	\$22500
Emergency sick leave backup	\$20000
TOTAL	\$72,080

Bear in mind we will need to take out some more Chromebook leases next year but the Ops Grant should cover that.