



Matipo Primary School
63b Matipo Road Te Atatu Auckland

Principal Paul Wright B.A. Hons, M.Ed.Hons, P.G.C.E., P.G.Cert.Ed.
Email paul@matipo.school.nz
Phone: (64) 0272702473

Jaimie Lowe
14 Norfolk Street
Te Atatu

12th August 2019

Kia ora Jamie:

Recently you asked me for information about staff turnover and about the ratio of permanent staff appointments v. fixed-term appointments.

You also asked me for comparative information so the Matipo situation might be considered against other schools.

I have attached a redacted analysis of the staffing situation at Matipo. This is based on information recently provided to UHY auditors though I have now added information about one recent appointment.

No teachers or other staff have left since this information was provided to UHY.

I am not aware of any plans for any of our staff to leave the school at this time.

Two teachers (included in the data) currently on Maternity leave will return at the beginning of term 4.

I have to take care to protect the privacy of individuals whenever I place information in the public domain as a response to an information request. I have therefore redacted this information in order to protect the privacy of any individuals involved.

I regret that I am unable to provide comparative information about other schools.

I hope this is helpful

Kind regards

Paul Wright

Non-Teaching staff

	Role	F/T or Permanent	Start date	Resignation/leaving	reason
1	Kaiawhina	F/T	2019		
2	Kaiawhina	Permanent	2017		
3	Support staff	Permanent	March 2018		
4	Site/IT	Permanent	Jan 2018		
5	Support staff	Permanent	2018		
6	Support staff	F/T	2019		
7	Support staff	Permanent	Before 2017		
8	Kaiawhina	Permanent	2018		
9	Support staff	Permanent	Before 2017		
10	Support staff	Permanent	2018		
11	Admin	Permanent	Before 2017		
12	Admin	Permanent	2018		
13	Admin	Permanent	2018		
14	Support staff	Permanent	2018		
15	Support staff	F/T	2018		
16	Support staff	Permanent	2018		
17	Site	Permanent	2018		

Teaching staff

no.		status	Start date	Leaving date	Feedback
18	Teacher	Permanent	Before 2017		
19	Teacher	F/T Reading Recovery release	2018		
21	Teacher	Permanent			
22	Teacher	Permanent	2018	Resigned July 2019	Won a position closer to home, No concerns about school
23	Teacher	Permanent	2018		
24	Teacher	Permanent	Before 2017	Maternity Leave	
25	Teacher	Permanent	Before 2017		
26	Teacher	Permanent	Before 2017		
27	Teacher	Permanent	Before 2017	Maternity Leave	
28	Teacher	Permanent	2018	Resigned August 2019	Personal Reasons No concerns about school
29	Teacher	Permanent	Before 2017		
30	Teacher	Permanent	Before 2017		
31	Teacher	Permanent	2018		
32	Teacher	F/T Reading Recovery release	2019		
33	Teacher	Permanent	Before 2017		
34	Teacher	Permanent	Before 2017		
35	Teacher	Permanent	2018		
36	Teacher	Permanent	2018		
37	Teacher	Permanent	2019		

38	Teacher	Permanent	2019		
39	Teacher	Permanent	Before 2017		
40	Teacher	Permanent	2018		
41	Teacher	Returning Maternity Leave – prefers a F/T	Before 2017		
42	Teacher	Permanent	2018	June 2019	Personal Reasons confirmed feedback
43	Teacher	Permanent	Before 2017	Contract ended July 2019	Refused new contract unhappy
44	Teacher	Permanent	Before 2017	July 2019	Personal Reasons No concerns about school
45	Teacher	Permanent	Before 2017		
46	Teacher	Permanent	Before 2017		
47	Teacher	Permanent	2018		
48	Teacher	Permanent	2018		
49	Teacher	Permanent	2018		
50	Teacher	Permanent	Before 2017		
51	Teacher	Permanent	Before 2017	July 2019	Unhappy
52	Teacher	Permanent	Before 2017		
53	Teacher	Permanent	2018		
54	Teacher	Permanent	2018		
55	Teacher	Permanent	2018	Maternity Leave	
56	Teacher	Permanent	2019		
57	Teacher	Permanent	Before 2017		
58	Teacher	Permanent	Before 2017		
59	Principal	Permanent	2017		
60	Teacher	F/T release	July 2019		
61	Teacher	Permanent	July 2019		
62	Teacher	Permanent	July 2019		

Analysis:

Support staff turnover

- 17 support staff employed
- Most on permanent contracts (Teacher Aides who are linked to SN students are dependant on continued attendance for continuity of employment)
- No support staff left

Teacher turnover

- 38 full or part-time teachers employed
- 6 other teachers listed who resigned in 2019
- 4/38 teachers on fixed-term contracts
- 34/38 teachers employed on a permanent basis
- 4/38 teachers are currently on maternity leave returning at various stages,
- 4/44 teachers won positions closer to their home and resigned. All these have accepted Roll Growth /new entrant positions in their local schools reflecting a current demand
- 1/44 teacher left aggrieved
- 1/44 teacher did not accept a new contract, also aggrieved

Feedback/Exit Interviews

I understand that 5/6 teachers who left the school have given feedback to Dennis Finn.

- 3/6 of this group have communicated clearly that they are happy at the school but left for personal reasons.
- 1/6 only worked part-time. I understand that she was also happy at the school but may not have fed back to Dennis Finn.
- 2/6 aggrieved teachers have given feedback to Dennis Finn.