

**NORTH ALBANY SHS SCHOOL BOARD  
TERMS OF REFERENCE  
UNINCORPORATED BOARD**

**At 18 August 2015**

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## 1 Name of Board

The name of the Board is North Albany Senior High School, School Board

## 2 Definitions

In these rules, unless the contrary intention appears-

- “Annual public meeting” is the annual meeting in which the Board presents to the school community an annual report based on the Board’s functions (**SER r.117**).
- “Terms of Reference” means these rules that will apply to the Board and members.
- “Board” means the Board referred to in rule 1, established in **SEA s.125**.
- “Director General” means the chief executive officer of the Department of Education as defined in **SEA s.229**.
- “Ordinary meeting” means a meeting held by determination of the Board (**SER r.115(1)**).
- “Parent” in relation to a child, means a person who at law has responsibility –
  - For the long term care, welfare and development of the child; or
  - For the day to day care, welfare and development of the child (**SEA s.4**).
- “PCA” means **Parliamentary Commissioner Act 1971**.
- “Minister” means a body corporate with the name “Minister for Education” (**SEA s.214(1)**).
- “SEA” means **School Education Act 1999**.
- “SER” means **School Education Regulations 2000**.
- “Special meeting” means a meeting of the Board called for by written notice to the chairperson by parents of students at the school for a specific purpose (**SER r.118**).
- “Student” means a person who is enrolled at the school (**SEA s.4**).

## 3 Purpose of the Board

### 3.1

The Board is formed with the fundamental purpose of enabling parents and members of the community to engage in activities that are in the best interests of students and will enhance the education provided by the school.

## 4 Functions of the Board

### 4.1

The Board has the following functions:

To take part in:

- a) establishing and reviewing from time to time, the school's objectives, priorities and general policy directions **(SEA s.128(a)(i))**;
- b) the planning of financial arrangements necessary to fund those objectives, priorities and directions **(SEA s.128(a)(ii))**;
- c) evaluating the school's performance in achieving them **(SEA s.128(a)(iii))**; and
- d) formulating codes of conduct for students at the school **(SEA s.128(c))**.

### 4.2

With the approval of the Director General to:

- a) take part in the selection of, but not the appointment of, the school principal or any other member of the teaching staff **(SEA s.129(2))**.

### 4.3

To approve:

- a) of a charge or contribution determined by the principal for the provision of certain materials, services and facilities **(SEA s.99(4))**;
- b) of the costs determined by the principal to be paid for participation in an extra cost optional component of the school's educational program **(SEA s.100(3))**;
- c) of the items determined by the principal to be supplied by a student for the student's personal use in the school's educational program **(SEA s.108(2))**; and
- d) of an agreement or arrangement for advertising or sponsorship in relation to a government school **(SEA s.216(5))**.

### 4.4

To determine in consultation with students, their parents and staff a dress code for students when they are attending or representing the school **(SEA s.128(d))**.

### 4.5

To provide advice to the principal of the school on:

- a) a general policy concerning the use in school activities of prayers, songs and material based on religious, spiritual or moral values being used in a school activity as part of religious education **(SEA s.70)**; and
- b) allowing time for the special religious education of students in the school, but the total number of hours so allowed in a school year is not to exceed 40 **(SEA s.69(2))**.

### 4.6

To promote the school in the community **(SEA s.128(b))**.

## 5 Limits of Functions

### 5.1

The Board cannot:

- a) intervene in the control or management of a school **(SEA s.132(a))**;
- b) intervene in the educational instruction of students **(SEA s.132(b))**;
- c) exercise authority over teaching staff or other persons employed at the school **(SEA s.132(c))**; or
- d) intervene in the management or operation of a school fund **(SEA s.132(d))**.

### 5.2

The Board is not permitted to borrow money, or obtain funds for the school.

### 5.3

The Director General may give directions in writing to a Board with respect to the performance of its functions, either generally or in relation to a particular matter, and the Board is to give effect to any such direction **(SEA s.135(1)(2))**.

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## 6 Qualifications for membership of Board

### 6.1

Membership of the Board will be drawn from the following categories:

- a) parents of students at the school **(SEA s.127(1)(a))**;
- b) members of the general community **(SEA s.127(1)(b))**;
- c) staff of the school **(SEA s.127(1)(c))**;
- d) the principal is automatically a member of the Board **(SEA s.127(2))**;
- e) *Executive Officer*
- f) *Students of the school - School Captains - (SEA s.127(1)(d)) and (SER r.105(1)(2))*.

### 6.2

Staff who are also parents or community members will only serve on the Board in their capacity as a Department of Education employee. Such a person will only be on the Board in the category of staff membership **(SEA s.127(3))**.

### 6.3

The number of members of the Board will be 9 voting members

#### **Guidelines**

*The number of members is determined by the Board however it must be at least 5 and not more than 15. (SER r.106(1)(a)(2))*

*If the Board is a joint Board the Director General will determine the number and composition of members. (SER r.106(1)(c)).*

6.4

The Board will determine its composition:

- a) having regard to the nature of the student population of the school and the social, cultural, lingual, economic or geographic factors that may be relevant to the school (**SER r.107(1)(a)(i)**);
- b) having regard to the functions of the Board and any changes in those functions (**SER r.107(1)(a)(ii)**); and

6.5

The composition of the Board will be:

9 Voting members

- i. 2 Members of the general community ;
- ii. 1 Principal ;
- iii. 2 Staff of the school in addition to the principal;
- iv. 4 Parents); one of whom is chosen by the NASHS-ADESC P&C through their selection process. The parent must be a parent of a student at North Albany SHS.

3 Non voting members

- v. 2 Students over 15 years of age selected from the Year 12 Student Council )
- vi. 1 Executive Officer (Business Manager)

6.6

Parents and members of the general community will form the majority of the members of the Board (**SEA s.127(4)**); and at least one of this majority will be a parent member (**SER r.107(2)**).

6.7

The Board may co-opt a member of the local community to be a member of the Board for such period, or in relation to such matters, as determined by the Board where that person's experience, skills or qualifications would enable him or her to make a contribution to the Board's functions (**SER r.112**).

6.8

Students at the school who are not members may attend Board meetings and take part in discussions, but without having a right to vote or being counted in determining a quorum (**SEA s.140(b)**).

## 7 Roles of Office Bearers

### 7.1

#### Chairperson

The role of the chairperson is to:

- a) chair and convene Board meetings (**SER r.115(2)**);
- b) provide leadership to the Board;
- c) manage the business of the Board;
- d) declare the result of decisions and motions;
- e) uphold Board decisions;
- f) work in partnership with the Principal;
- g) ensure the Board stays focused on supporting the school to achieve the best outcomes for students;
- h) prepare and present an annual report to members and the school community at annual public meetings (**SER r.117(c)**);
- i) comply with any directions of the Board in relation to the venue and time of meeting and giving notice of the meeting (**SER r.115(2)**);
- j) resolve disputes as required;
- k) facilitate mediation meetings as required and
- l) represent the school in the community and formal functions.

### 7.2

#### Executive Officer

The role of the secretary is to:

- a) co-ordinate the correspondence of the Board;
- b) ensure that full and correct minutes of the meetings and proceedings of the Board are kept in a minute book and are signed off by the chairperson after every meeting;
- c) serve formal notice to Board members and the community at the direction of the chairperson, for:
  - i. ordinary, special and annual public meetings; and
  - ii. motions;
- d) keep and maintain in an up to date condition a register of the members of the Board and their postal and residential addresses;
- e) keep a list of nominees of members of the general community that may be appointed to the Board in the category of general community membership (**SER r.108(2)(b)**);
- f) keep and maintain this Terms of Reference and have copies of this Terms of Reference available to all members;
- g) ensure every member has access to inspect the records and documents of the Board;
- h) have custody of all books, documents, records and registers of the Board; and
- i) have custody of all other records held by the Board.

**Guidelines**

*It may be useful to add to the register of members phone numbers and email addresses. It may be useful to regularly update the register with current information.*

*NB Please note that it is advisable to obtain consent first, as Boards may be in breach of the (Commonwealth) Privacy Act 1988 by keeping phone numbers on the register without consent.*

**Guidelines**

*In regards to the secretary's record keeping role (h) (secretary) it may be useful to have two custodians of the records and documents of the Board, in the event that the first custodian is unavailable.*

7.3

A member may at any reasonable time inspect the books, documents, records and securities of the Board. Members may make a copy of or take an extract, but have no right to remove the books, documents, records or registers of the Board.

**8 Elections and appointment of members**

8.1

Members of the Board are appointed for a term not exceeding three years (**SER r.110(1)(a)**).

8.2

Members may be reappointed for a further term once or more than once (**SER r.110(1)(b)**).

8.3

The Parents and Citizens' Association may nominate one of its members to be considered for membership of the Board in the membership category of parents or general community members as is relevant to the nominee (**SER r.107(3)**).

8.4

Any member appointed or elected to a casual vacancy on the Board will hold office for the residual period of the predecessor's term of office (**SER r.110(2)**).

8.5

The chairperson is elected by and from its membership (**SEA s.127(6)**).

8.6

The principal of the school will invite nominations from all persons in each category to fill vacancies in the Board membership (**SER r.108(1)**).

8.7

If there are more nominees than places available on the Board:

- a) the principal will conduct an election to appoint parents, staff and students **(SER r.108(2)(a)(c)(d))**; and
- b) in the category 'community members' the choice of nominee will be decided by the Board rather than by election **(SER r.108(2)(b))**.

8.8

Only those people eligible for a position are eligible to vote for representatives for that position **(SER r.109(1)(2)(3)(4)(5))**.

8.9

Parent members are to be elected from and by parents **(SER r.108(2)(a))**.

Parents eligible to vote are:

- a) each parent whose name and address has been provided to the school **SEA s.16(1)(b)(ii)(I) (SER r.109(1)(a))**; or
- b) if neither parent's name and address has been so provided in relation to a particular student, each person who is responsible for the student **(SER r.109(1)(b))**.

8.9.1

Students aged 15 years and over, or students who will reach the age of 15 years during the calendar year, are to nominate to be on the Student Council. From this group the school staff will select two School Captains. The School Captains are invited onto the School Board as non-voting members.

8.10

Staff members are to be elected from and by the staff of the school **(SER r.108(2)(c))**. Staff members who are eligible to vote are each person who is employed at the school under **SEA s.235(1)**, and whose usual place of work is at the school **(SER r.109(3))**.

8.11

There will not be an election to appoint community members. The Board may appoint suitably qualified persons from the list of nominees by vote in a meeting **(SER r.108(2)(b))**.



8.12

There will not be an election to appoint co-opted members. The Board will appoint a person of the local community having such skills, experience, or qualifications as would enable the person to make a contribution to the Board's functions for a specified time period **(SER r.112)**.

8.13

A person will not vote in respect of more than one category of membership of the Board **(SER r.109(5))**.

8.14

Voting in Board elections will be conducted in written form (as opposed to a show of hands).

8.15

The school principal is responsible for the proper conduct of all elections **(SER r.108(2))**.

8.16

A person who wishes to nominate to serve on the Board will notify the school principal in writing by the due date in order to be considered. The principal will keep a record of nominations received.

## 9 Board meetings and proceedings

9.1

The Board must meet together to undertake Board functions for not less than four ordinary meetings in each year.

9.2

Ordinary Meetings

- a) "ordinary meeting" means a meeting held by determination of the Board **(SER r.115(1))**.

9.3

The chairperson will give to the school community not less than ten days formal notice of an ordinary meeting.

**Guideline**

*It may be useful to give 14 days formal notice of an ordinary meeting and to specify in the formal notice -*

- a) when and where the ordinary meeting concerned is to be held; and  
b) the agenda.*

9.4

The Board will determine that medium for formal notice as school newsletter and website.

**Guideline**

*The Board defines formal notice. It may be useful to define formal notice as in writing via mail, fax or email. It may be useful to set out in the formal notice when and where the meeting is to be held, and the agenda.*

**NB: In some situations such as remote schools, verbal notification may be considered appropriate.**

9.5

Annual public meeting

- a) "Annual public meeting" is the meeting held once in every calendar year that is open to the public **(SER r.117(a))**.
- b) An annual report will be presented at the meeting to advise the school community of the performance of the Board in relation to its functions since the previous annual public meeting **(SER r.117(c))**.

9.6

The chairperson will give to all members and parents not less than 14 days formal notice of an annual public meeting **(SER r.117(b))**.

**Guideline**

*It would be useful to specify in the formal notice -*

- a) *when and where the annual public meeting is to be held;*
- b) *the agenda, for example -*
  - i. *first, the consideration of the annual report of the school Board;*
  - ii. *second, any other business requiring consideration by the school Board at the annual public meeting.*

9.7

A special meeting:

- a) Is a meeting called for by families of students at the school for a particular purpose **(SER r.118)**.
- b) will be held by determination of the Board **(SER r.115(1))**; or
- c) will be called for by:
  - i. at least 20 families of students at the school **(SER r.118(1)(b)(i))**; or
  - ii. at least half the number of families of students at the school, whichever is the lesser number of families, **(SER r.118(1)(b)(ii))**; and
  - iii. a formal notice to the chairperson, which will state the purpose for which the special meeting concerned is required; and be signed by the families who called for the special meeting.

- 9.8 The chairperson is not to convene a special meeting if the purposes of the proposed meeting are not relevant to the Board's functions **(SER r.118(3))**.
- 9.9 A special meeting is to deal only with matters relevant to the purposes set out in the notice received by the chairperson **(SER r.118(4))**.
- 9.10 The chairperson will give to all members and the school community not less than seven days formal notice of a special meeting.

**Guideline**

*It may be useful to give to all members and the school community 14 days formal notice of a special meeting. It may be useful if the notice specifies -*

- a) when and where the ordinary meeting concerned is to be held; and*
- b) the agenda.*

- 9.11 The chairperson will convene the special meeting within 30 days of receiving the request in writing.
- 9.12 The chairperson may, with the consent of a meeting at which a quorum is present, and must, if so directed by such a meeting, adjourn that meeting from time to time and from place to place.
- 9.13 No business will be transacted at an adjourned meeting other than business left unfinished or on the agenda at the time when the meeting was adjourned.
- 9.14 When a meeting is adjourned for a period of 30 days or more, the chairperson will give formal notice of the adjourned meeting as if that meeting were a fresh meeting.
- 9.15 The Board will agree on the manner that the secretary will communicate notice of ordinary, special and annual public meetings to members and the school community.
- 9.16 Meetings for the Board and the Parents and Citizens' Association are to be held separately.
- 9.18 Subject to this Terms of Reference, the Board will determine its own procedures **(SEA s.136)**.

## 10 Quorum at Board meetings

### 10.1

At a meeting 50 per cent of voting members present in person at a Board meeting constitute a quorum.

#### **Guideline**

*At a meeting 60 per cent of members present in person could constitute a quorum. The number should be determined taking into consideration the requirement for an absolute majority of all members for a motion to be passed. See 12.7.*

### 10.2

If within 30 minutes after the time specified for the holding of a meeting of which formal notice has been given:

- a) a quorum is not present, the meeting lapses and will be rescheduled;  
or
- b) otherwise than as a result of a request, notice or action, the meeting stands adjourned until such time as the Board agrees to reconvene the meeting.

### 10.3

If within 30 minutes of the time for the resumption of adjourned meeting a quorum is not present, the members who are present in person may nevertheless proceed with the business of the meeting as if a quorum were present.

## 11 Motions at Board meetings

### 11.1

A motion may be moved by a member with full voting rights, and voted on by a member with full voting rights, at an ordinary meeting, special meeting, or annual public meeting.

### 11.2

The agenda and documents are to be emailed to Board members 5 days before the scheduled meeting. Where possible proposed motions to be included.

### 11.3

A hard copy of all emailed documents to be available at the Board meeting.

### 11.4

The Board will agree on the manner that the secretary will communicate notice of motions to members and the school community.

## **12 Resolutions at Board meetings**

### **12.1**

Each Voting Board member is entitled to one vote only **(SER r.119(3))**.

### **12.2**

A co-opted Board member is not entitled to a vote **(SEA s.140(a))**.

### **12.3**

Students attending Board meetings that are not members do not have a right to vote or be counted in determining a quorum **(SEA s.140(b))**.

### **12.4**

Procedures for counting of votes will be by show of hands. Where the issue is of a sensitive nature then voting will be by ballot.

### **12.5**

Voting on issues will be recorded in the minute book.

### **12.6**

A decision of the Board will not take effect unless it has been made by an absolute majority. **(SER r.119(2))**.

### **12.7**

An absolute majority, in relation to a Board for a school, means a majority comprising enough of the current voting members of the Board for their number to be more than 50 per cent of the number of offices (whether vacant or not) of members of the Board **(SER r.119(1))**.

### **12.8**

A motion put to the vote:

- a) may be moved and voted on at an ordinary, special or annual public meeting; and
- b) will be decided by an absolute majority of votes.

### **12.9**

Absentee Board members who have provided an apology may express preference on a motion 24 hours prior to meeting.

### **12.10**

A motion which is passed will be declared by the Chairperson as a resolution. A declaration by the Chairperson is evidence of the fact.

### **13 Closing an ordinary Board meeting to the public**

#### 13.1

Meetings of the Board are generally to be open to the public **(SER r.115(3))**.

#### 13.2

The Board will not close to members of the public an annual public meeting or special meeting **(SER r.115(3))**.

#### 13.3

The Board may decide to close an ordinary meeting or part of an ordinary meeting if it deals with any of the following:

- a) a matter affecting a person who is employed at the school **(SER r.116(a))**;
- b) the personal affairs of any person **(SER r.116(b))**;
- c) a contract entered into, or which may be entered into, by the Board and which relates to a matter to be discussed at the meeting **(SER r.116(c))**;
- d) legal advice obtained, or which may be obtained, by the Board and which relates to a matter to be discussed at the meeting **(SER r.116(d))**;
- e) a matter that if disclosed, would reveal:
  - i. information that has a commercial value to a person and that is held by, or is about, a person other than the Board **(SER r.116(e)(i))**; or
  - ii. information about the business, professional, commercial or financial affairs of a person and that is held by, or is about, a person other than the Board **(SER r.116(e)(ii))**; and
- f) information which is the subject of a direction given **PCA s.23(1)(a) (SER r.116(f))**.

#### 13.4

A decision to close an ordinary meeting or part of an ordinary meeting and the reason for the decision are to be recorded in the minutes of the meeting **(SER r.116(2))**.

### **14 Disputes and Mediation**

#### 14.1

The grievance procedure set out in this rule applies to disputes under these rules between:

- a) a Board member and another member;
- b) a Board member and the principal of the school;
- c) a Board member and the chairperson; or
- d) a Board member and co-opted members.

#### 14.2

The parties to the dispute should meet and discuss the matter in dispute, and, if possible, resolve the dispute within 14 days after the dispute comes to the attention of all parties.

14.3

If the parties are unable to resolve the dispute at the meeting, a meeting may be held in the presence of a mediator.

14.4

The mediator will be-

- a) a person chosen by agreement between the parties; or
- b) in the absence of agreement-
  - i. in the case of a dispute between a member and another member, a person appointed by the chairperson of the Board;
  - ii. in the case of a dispute between a member or relevant non-member and the Board, a person who is a mediator appointed to, or employed with, a not for profit organisation.

14.5

A member of the Board can be a mediator.

14.6

The mediator cannot be a member who is a party to the dispute.

14.7

The mediator, in conducting the mediation, will-

- a) give the parties to the mediation process every opportunity to be heard;
- b) allow due consideration by all parties of any written statement submitted by any party; and
- c) ensure that natural justice is accorded to the parties to the dispute throughout the mediation process.

14.8

The mediator will not determine the dispute.

14.9

The mediation will be confidential and without prejudice.

14.10

If the mediation process does not result in the dispute being resolved, the parties may seek advice from the Regional Executive Director.

## 15 Cessation or termination of membership of the Board

15.1

The office of a member of the Board becomes a casual vacancy if the member:

- a) becomes ineligible to hold office as a member (**SER r.111(1)(a)**);
- b) resigns by written notice delivered to the Board (**SER r.111(1)(b)**); or
- c) is removed from office by the Director General (**SER r.111(1)(c)**).

15.2

The Board may remove a person as a member of the Board on the grounds that the person:

- a) has neglected his or her duty as a member (**SER r.111(3)(a)**);
- b) has misbehaved or is incompetent (**SER r.111(3)(b)**);
- c) is suffering from mental or physical incapacity, other than temporary illness, impairing the performance of his or her function as a member (**SER r.111(3)(c)**); or
- d) has been absent, without leave or reasonable excuse, from three consecutive meetings of which the member has had notice (**SER r.111(3)(d)**).

15.3

The Board will not remove a person as a member unless the person has been given a reasonable opportunity to show that he or she should not be removed from office (**SER r.111(4)(a)**).

15.4

A decision of the Board to remove a person from office is to be made by resolution of a majority comprising enough of the members for their number to be at least two thirds of the number of voting members, whether vacant or not, of members of the Board (**SER r.111(4)(b)**).