



OPEN LETTER TO PARENTS

Dear Parents and Caregivers,

On November 12th, your child's teacher is again likely to be involved in more industrial action. This letter is to help shed some light on why the teaching profession is moved to action, and why they need your help and support.

Firstly, this is not about pay but about the quality of education that your child receives.

There is a serious crisis occurring in Education.
We call this the 40% problem!

- **Significant groups of teachers are leaving in the first 5 years of teaching**
- **40% of teachers are due to retire in the next 10 years**
- **40% less teachers are being trained than five years ago**

While the crisis is most serious in Auckland, other parts of the country are finding themselves in the same position Auckland was in only a short few years ago. The issue in Auckland is compounded by the huge number of teachers who are leaving the city to seek refuge in other parts of the country where their wage will go further!

Please understand this is not just about pay and it is not just about Auckland – it's much deeper than that. Teachers are seriously under resourced to manage the complex needs of students dealing with trauma, abuse, poverty and mental health concerns at a level not seen before in our schools. The resulting workloads are unsustainable.

The result is that schools are struggling to find people to appoint to permanent, fixed term or even relieving positions.

This teacher shortage is serious – please understand that if we do not do something about attracting and retaining teachers or resourcing them to better manage the workload then we will not have enough teachers to open our classrooms.

The Board has confirmed that the school will close on Monday November 12th, as the industrial action is going ahead. You will need to make other plans for that day, and although we understand this is an inconvenience to families, we hope that you will also recognise the importance of the actions being taken.

We do not like causing disruption to our students and families but things must change.