

**REPORT
to
COLLEGE COUNCIL MEETING
from
DENIS V. SMITH**

16th February, 1995

Welcome to the first meeting of the College Council for 1995. I apologise for my absence in Adelaide. However, Pastor John Spinella is fully aware of my comments in a number of areas of the budget.

1. BUDGET 1995

Since the last meeting, we have spent many hours to try and formulate the budget. The latest information that has been put into my hands, I think, as I have read it, will need some refining. I raise the following questions for discussion, which I believe will need to be answered.

- Does the budget show a sufficient profitability to ensure that this year we will have a positive cash flow?
- Will the budget leave us with sufficient finance next year to ensure that we go into 1996 with a more positive cash flow situation?
- Does the teaching budget accurately reflect the individual teaching salaries? The information tabled to me to date has shown some discrepancies which will need to be clarified. I have passed on this information to Mark Wiggins.
- I raise the question of the possibility of teachers perhaps working one extra period a week.

Would this go to any length to reduce the teaching budget?

If we do this, is it possible to time table it? What would be the impact educationally?

Is it an actual workable situation on the time table?

These are some of the questions I have raised with the Principal as we have looked at the budget and I raise them again for the College Council for their information and comment.

4. "JOHN JONES EMPLOYMENT AGREEMENTS 1995"

You will have received copies of the suggested Employment Agreement.

To date I have received around five responses and will, in due course, be correlating the responses to another draft of the document for circulation.

Responses came from Mrs. Jane Rookes, Miss Maria Russo, Mr. Roger Marks - on behalf of his wife Ann, and Mrs. Sue Cuthbertson.

I have responded to each of these people and addressed myself to their particular comments.

Council will, of course, realise that this document has "no basis in law" as it stands at present. One of the challenges we face is that we are a Christian community seeking to provide a document which defines as much as possible the ethos of our organisation and what we are trying to do for the glory of God. Ultimately it will have to satisfy the legal requirements of "Caesar" and I have no doubt in due course will be submitted to a solicitor for further drafting.

However, for the moment we should continue to await the decision of the High Court as to the appeals concerning these matters and move as sensitively as possible to keep just one step ahead of the pressures that will undoubtedly come upon us. I will be reviewing this before the next Council meeting and make a submission back to Council hopefully prior to the next meeting, in order for us to discuss the matter further.

I will be making a preliminary recommendation to the Board of Directors concerning the "John Jones Agreement". However, I will need to spend more time working on the final draft to them.

5. POSITION DESCRIPTIONS

I believe that by the end of 1995, we should have established Position Descriptions for each member of staff in order for them to know the main objective of their position as well as their major functions.

This is something that I will be seeking to continue to address.