

THIS DEED OF AGREEMENT is made the 17 day of June  
One thousand nine hundred and eighty (1980 )

BETWEEN THE ROMAN CATHOLIC BISHOP OF THE DIOCESE

OF DUNEDIN a "Corporation Sole" (hereinafter with  
his successors referred to as "the Proprietor") of the first  
part AND HER MAJESTY THE QUEEN acting by and through the  
Minister of Education (hereinafter referred to as "the  
Minister") of the second part

WHEREAS

- A The Proprietor is the owner of ST. THOMAS'S  
Primary School, WINTON. (hereinafter referred  
to as "the School").
- B The School is a Roman Catholic Primary School  
for BOYS and GIRLS from NEW ENTRANTS to FORM TWO  
offering Education with a Special Character.
- C The School was established in 1898 and up to the  
effective date of integration was conducted and staffed  
by members of the Roman Catholic Religious Order of  
Women, known as SISTERS OF MERCY. The said  
Order will continue after the effective date of  
integration to offer teaching staff to the school, so  
long as it has members available for that purpose.
- D The Minister and the Proprietor have agreed to enter  
into this Deed of Agreement pursuant to the Private  
Schools Conditional Integration Act 1975, whereby the  
School is to be established as an integrated school.

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NOW THIS DEED OF AGREEMENT WITNESSETH THAT IT IS HEREBY  
COVENANTED AGREED AND DECLARED BY AND BETWEEN THE PARTIES  
HERETO AS FOLLOWS:-

1. THAT the Minister and the Proprietor HEREBY AGREE that the School is to become an integrated School pursuant to the Private Schools Conditional Integration Act 1975.

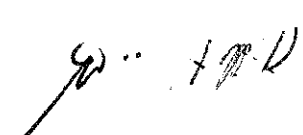
2. THE School's Special Character as is hereinafter described, shall incorporate the Education with a Special Character as provided in the School AND IT IS HEREBY AGREED AND DECLARED that the School shall at all times in the future be conducted and operated so as to maintain and preserve the School's Special Character and these presents shall be interpreted so as to maintain and preserve the Special Character of the School.

3. ON behalf of the Proprietor it is hereby agreed that:-

- (a) The Proprietor is the owner of all the land and improvements more particularly described in the First Schedule hereto (hereinafter referred to as "the Proprietor's land") and of which for the purposes of this Deed of Agreement, the School premises form part only. The School premises for the purpose of this Deed of Agreement being the land and improvements more particularly described in the Second Schedule hereto (hereinafter referred to as "the School premises").
- (b) The Proprietor shall set apart and appropriate as owner all the School premises and all the chattels and other

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assets of the Proprietor associated with the School exclusively for the purposes of the School as an integrated School, so that the Controlling Authority of the School shall have the exclusive right to the possession and use of the School premises and chattels - PROVIDED THAT -

- (i) At the request of the Proprietor, the School Committee may grant the use of the School premises and chattels to the Proprietor or other person or persons at any time when the School premises and chattels are not required for school purposes and the School Committee shall not unreasonably or arbitrarily withhold its consent. The School Committee may require the Proprietor or other person or persons to pay a reasonable fee to the School Committee as a condition of such use.
  - (ii) With the consent of the Proprietor, the School Committee may grant the use of the School premises and chattels to other person or persons at any time when the School premises and chattels are not required for School purposes and the Proprietor shall not unreasonably or arbitrarily withhold his consent. The School Committee may require any such person or persons to pay a reasonable fee to the School Committee as a condition of such use.
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- (c). The Proprietor shall accept and meet the liability for all mortgages, liens and other charges upon the land and buildings comprising the School premises.
- (d) The Proprietor shall plan, pay for, and execute the improvements described in the Third Schedule hereto, to the School premises, so as to bring the School buildings and associated facilities forming part of the School premises up to the minimum standard for comparable State Schools prevailing at the effective date of this Deed of Agreement. Such improvements to be carried out in accordance with the dates specified against such improvements in the Third Schedule hereto. The Proprietor shall upon completion of any improvements to electrical services described in the Third Schedule hereto arrange for the local Electrical Supply Authority to inspect the School premises in terms of Regulation 45 of the Electrical Supply Regulations 1976.
- (e) The Proprietor shall plan, execute and pay for such capital works and associated facilities at the School as may be approved or required, from time to time, by the Minister pursuant to Section 40 (2) (d) of the Private Schools Conditional Integration Act 1975.
- (f) The Proprietor may own or hold upon trust, and control and maintain, any land, buildings and associated facilities that, although not part of

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the integrated School premises in terms of this Deed of Agreement are regarded by the Proprietor as appropriate to maintain the Special Character of the School.

- (g) The Proprietor shall insure all the buildings forming part of the School premises and the Proprietor's chattels, if any, owned or held upon trust for the purposes of the School and the other assets owned by the Proprietor for the purposes of the School against risks normally insured against, in some responsible insurance office in New Zealand, and further acknowledges the obligation on him created by Section 40 (2) (h) of the Private Schools Conditional Integration Act 1975.

- (h) No person employed at the School and paid for his services in whole or in part out of moneys appropriated by Parliament, shall be paid by the Proprietor or his servants or agents any remuneration additional to that provided for by the Private Schools Conditional Integration Act 1975 or shall be granted or permitted any condition of service more favourable than that permitted in the case of a person employed in a comparable position in a State School PROVIDED HOWEVER that a teacher to whom the provisions of Section 71 of the Private Schools Conditional Integration Act 1975

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apply, shall continue to be paid no less than the same salary, and be accorded the same status, as he received or was accorded on the day before the effective date of the integration of the School.

4. THE land and buildings constituting the School premises are subject to the mortgages, debts, liens, encumbrances, easements, licences, restrictions and other matters which affect the title to or enjoyment of the land, and have the appurtenances and benefits attaching to the land more particularly described in the First Schedule hereto.

5. THE Special Character of the School is that it is a Roman Catholic School for boys and girls established by the Roman Catholic Bishop of the Diocese of Dunedin, New Zealand, for the Roman Catholic Community of the Diocese of Dunedin which promotes and supports the School and of which the School is part, to provide and to continue to provide Education with a Special Character, that is to say:-

The School is a Roman Catholic School in which the whole School community through the general School programme and in its Religious instructions and observances, exercises the right to live and teach the values of Jesus Christ. These values are as expressed in the Scriptures and in the practices, worship and doctrine of the Roman Catholic Church, as determined from time to time by the Roman Catholic Bishop of the Diocese of Dunedin.

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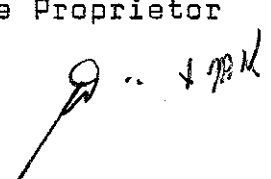
6.        THE Proprietor of the School subject to the provisions of this Deed of Agreement:-

- (a)        Shall continue to have the responsibility to supervise the maintenance and preservation of the Education with a Special Character provided by the School;
- (b)        Shall continue to have the right to determine from time to time what is necessary to preserve and safeguard the Special Character of the Education provided by the School and described in this Deed of Agreement;
- (c)        May invoke the powers conferred upon him by the Private Schools Conditional Integration Act 1975, if in the opinion of the Proprietor the Special Character of the School as defined and described in this Deed of Agreement has been or is likely to be jeopardised or the Education with a Special Character provided by the School as defined and described in this Deed of Agreement is no longer preserved and safeguarded.

7.        (a)    THE Controlling Authority of the School shall be the Education Board of the Southland Education District as constituted pursuant to Section 15 of the Education Act 1964.

(b)        The School shall be managed by a School Committee constituted pursuant to the provisions of Section 26 of the Private Schools Conditional Integration Act 1975. The School Committee shall consist of :-


- (i)        One (1) member to be appointed by the Proprietor of the School;

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- (ii) Four (4) members to be elected by the parents of children attending the School PROVIDED HOWEVER that in the event of the School roll altering at any time then the number of such members shall be fixed by ascertaining the number of members that a State School Committee would have, based on the current School roll in accordance with the provisions of the School Committee Administration Regulations 1965 and subtracting one from that number.
- (c) Any election conducted pursuant to Section 26 of the Private Schools Conditional Integration Act 1975 shall be conducted as nearly as possible in the manner prescribed by the School Committees Administration Regulations 1965 and any regulations made in amendment thereof or in substitution therefor, and the provisions of those regulations shall, with any necessary modifications, be applied accordingly.
- (d) The control and management of the School shall be exercised subject to the provisions of Section 25 (6) of the Private Schools Conditional Integration Act 1975.

8. THE School had a roll of Seventy-five (75)

pupils as at the 30th September 1979 being the year when the roll figures were last compiled. It is agreed by and between the parties hereto that the maximum roll of the school shall be Seventy-five (75)

9. THE Proprietor agrees that pursuant to Paragraphs (d) and (e) of Clause 3 of this Deed of Agreement he will bring the School up to the minimum standard of accommodation laid down from time + 



by the Director-General for a comparable State School.

10. (a) PREFERENCE of enrolment at the School under Section 29 (1) of the Private Schools Conditional Integration Act 1975 shall be given only to those children whose parents have established a particular or general religious connection with the Special Character of the School and the Controlling Authority shall not give preference of enrolment to the parents of any child unless the Proprietor has stated that those parents have established such a particular or general religious connection with the Special Character of the School.

(b) In accordance with Section 7 (6) (h) of the Private Schools Conditional Integration Act 1975 unless the Proprietor and the Controlling Authority otherwise agree and subject to places being available, the number of pupils whose parents do not have a preference of enrolment at the School in accordance with the provisions of Section 29 (1) of the Private Schools Conditional Integration Act 1975 shall be limited at all times to FOUR (4) pupils out of the total roll of the School and the Controlling Authority shall not enrol more than that number PROVIDED THAT to maintain and preserve the Special Character of the School the Controlling Authority in classifying such pupils so enrolled shall endeavour to reasonably distribute them through the range of classes offered by the School.

(c) Wherever any difficulty arises related to enrolment at the School in terms of Section 54 of the Private

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Schools Conditional Integration Act 1975, it may be referred to the Controlling Authority of the School pursuant to the provisions of the said section.

11. IT is agreed by and between the parties hereto that as Religious observances and Religious instruction form part of the Education with a Special Character provided by the School, Religious observances and Religious instruction in accordance with the determination made from time to time by the Roman Catholic Bishop of the Diocese of Dunedin shall continue to form part of the School programme in accordance with Sections 31 and 32 of the Private Schools Conditional Integration Act 1975.

12. THE Proprietor, together with his servants, agents and licensees, shall, subject to the proviso to Section 40 (2) (i) of the Private Schools Conditional Integration Act 1975, have at all reasonable times access to the School to ensure that the Special Character of the School is being maintained.

13. THE Proprietor, together with his servants, agents and licensees, shall have at all reasonable times access to the land and buildings of the School constituting the School premises sufficient to enable him to exercise the powers and carry out the responsibilities vested in him and imposed on him by the Private Schools Conditional Integration Act 1975 and by this Deed of Agreement.


14. AN advertisement for the position of Principal of the School shall in accordance with Section 65 (1) (a) of the Private Schools Conditional Integration Act 1975 state that a willingness and ability to take part in Religious instruction appropriate to

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the Special Character of the School shall be a condition of appointment. Any person so appointed to the position of Principal shall accept these requirements as a condition of appointment. The Principal so appointed shall accept and recognise a responsibility to maintain and preserve the Special Character of the School.

15. THERE shall be one (1) other teaching position at the School which in accordance with Section 65 (1)(c) of the Private Schools Conditional Integration Act 1975, shall be a position of importance carrying a responsibility for Religious instruction and an advertisement for this position shall state that a willingness and ability to take part in Religious instruction appropriate to the Special Character of the School shall be a condition of appointment. Any person so appointed to this position shall accept these requirements as a condition of appointment PROVIDED HOWEVER that in the event of the staffing entitlement of the School altering at any time during the currency of this Deed of Agreement then the number of teaching positions designated under Section 65(1)(c) of the Private Schools Conditional Integration Act 1975 as positions of importance carrying a responsibility for Religious instruction shall be determined in accordance with the then current staffing entitlement of the School under the Education Act 1964 and Regulations made thereunder and as is more particularly described in the Fourth Schedule hereto.

16. THE Proprietor may with the consent of the School Committee in accordance with Section 69(1) of the Private Schools Conditional

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Integration Act 1975 arrange for any retired teacher to undertake voluntary tasks to assist in the School with the teaching of Religious observances and Religious instruction appropriate to the Special Character of the School.

17. IT is agreed by and between the parties hereto that as Religious observances and Religious instruction form part of the Education with a Special Character provided by the School the Proprietor may employ any person as a Chaplain or otherwise, for the purposes of Religious observances or instruction and the provisions of Section 69 (2) and (3) of the Private Schools Conditional Integration Act 1975 shall apply.

18. THE Proprietor of the School shall have the right to enter into an Agreement with the parents or other persons accepting responsibility for the education of a child providing that, as a condition of enrolment and attendance of that child at the School, the parents or other persons shall pay attendance dues established in respect of the School or group of Integrated Schools owned by the Proprietor or Proprietors of other Roman-Catholic Integrated Schools at such rates and subject to such conditions as may be approved from time to time by the Minister, by notice in the New Zealand Gazette in accordance with Section 36 of the Private Schools Conditional Integration Act 1975.

19. THE School is a Primary School for BOYS and GIRLS from NEW ENTRANTS to FORM TWO and shall remain so until such time as an agreement to a change in this organisation of the School is reached between the Proprietor and the Minister and the parties

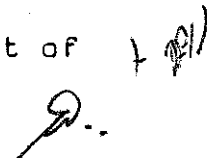
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hereto enter into a supplementary Deed of Agreement to give effect thereto.

20. WHERE any of the costs associated with the conduct of the Proprietor's land and buildings that are not part of the School premises cannot be separated from the costs associated with the operation of the School premises, the Proprietor and the School Committee and or the Controlling Authority shall contribute to such costs according to their respective use of the services and facilities.

21. IT is acknowledged by and between the parties hereto pursuant to Clause 20 hereof that certain of the services and facilities on or serving the Proprietor's land and buildings thereon are used in common for the purpose of the School premises and as is more particularly delineated on the plan forming part of the Second Schedule hereto. In particular the water supply and stormwater drainage system are used in common and the costs of maintaining such services and facilities shall be apportioned as provided in Clause 20 hereof. Where such services or facilities are wholly or partly situated outside the School premises the Proprietor will continue to make services or facilities available to the School premises.

22. THE Proprietor shall not engage any teachers between the date of execution of this Deed of Agreement and the effective date of integration other than those whose names have already been notified by the Proprietor to the Director-General of Education without first obtaining the consent of the Director-General.

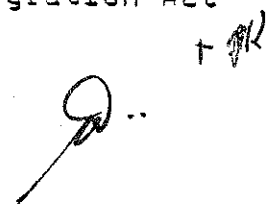


23. THE Proprietor shall reimburse the Minister for the payment of salary, wages and the proportion of School holiday pay due and paid by the Minister in respect of the School year ending the 31st day of January 1981 to any person employed at the School up to the effective date of integration.

24. THE Minister shall subject to Clause 3 (d) and (e) of this Deed of Agreement after the effective date hereof maintain the School premises and the associated facilities in a state of repair order and condition as for a comparable State School under the same Controlling Authority and provide for the maintenance of the chattels as though the School were a State School. The School shall be entitled to such furniture and equipment as the Controlling Authority supplies from time to time to comparable State Schools.

25. THE effective date of this Deed of Agreement shall be the 30th day of June 1980.

26. ON and after the effective date specified in this Deed of Agreement the School shall be an integrated school in terms of the Private Schools Conditional Integration Act 1975.



IN WITNESS WHEREOF these presents have been executed the day and year first hereinbefore written.

SIGNED by

Bishop J.P. KAVANAGH, Roman Catholic Bishop  
of the Diocese of Dunedin and

Sealed with the Seal of Office of the

*J.P. Kavanagh*

Diocese of Dunedin in the presence of:

*Staffer*  
*Director of Catholic Education*  
*Diocese of Dunedin*

SIGNED FOR AND ON BEHALF OF HER MAJESTY THE  
QUEEN by MERVYN LANGLOIS WELLINGTON.

Minister of Education in the presence of:

*Mervyn Langlois*

*Private Secretary*  
*137 Avenue St*  
*Wellington*

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FIRST SCHEDULE

Description of total land buildings and other improvements comprising the Proprietor's land of which School premises form part.

THE PROPRIETOR'S LAND

All that land, School buildings and Church and other improvements owned by the Roman Catholic Diocese of Dunedin situated at State Highway No 6, Winton, New Zealand being known as Saint Thomas's Primary School, Winton and being more particularly described as follows and delineated in green on the annexed plan.

All that freehold parcel of land containing 3.7192 hectares more or less being Section 6 and part Section 7, Block 6, Town of East Winton, and being all that land in Certificate of Title, Volume B1/36, (Invercargill Registry)

There is a debt owing to the Diocesan Development Fund of the Roman Catholic Diocese of Dunedin.

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SECOND SCHEDULE

Description of land and buildings and other improvements comprising the School Premises.

THE SCHOOL PREMISES

All that part of the Proprietor's land as described in the First Schedule hereto, delineated in red on the annexed plan of the Proprietor's land, which plan forms part of this Schedule TOGETHER WITH all the School buildings and other improvements thereon.

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### THIRD SCHEDULE

WORKS TO BE CARRIED OUT BY THE PROPRIETOR IN RELATION TO THE INTEGRATED SCHOOL

These works are to be planned, executed and paid for by the proprietor subject to the provisions of this schedule in relation to the buildings and associated facilities to bring them up to the minimum standard for a comparable state school.

AGREED PHASING OF WORK TO BE COMPLETED BY						
	30.6.80	31.3.81	31.3.82	31.3.83	31.3.84	31.3.85
Exterior						
Paint roof			x			
Repair damaged brickwork		x				
Repair tiled sills		x				
Renail roof		x				
Remove iron over Area 2, check laps for water						
seepage and repair		x				
Replace 4 concrete air vents		x				
Interior						
Area 2						
Provide hot water to WHB		x				
Area 3						
Repair floor tiles		x				
Adjust sticking windows		x				
Varnish walls and shelves where required		x				
Paint ceiling and walls where required		x				
Replace light shade		x				
Area 4						
Repair mill board at ceiling and around flue		x				
Adjust sticking windows and door		x				
Area 5						
Repair entrance door		x				
Paint ceiling over zip water heater		x				
Wire zip water heater permanently		x				

AGREED PHASING TO BE COMPLETED BY

	30.6.80	31.3.81	31.3.82	31.3.83	31.3.84	31.3.85
Interior (continued)						
Area 6						
Wire zip water heater permanently		x				
Replace towel rail		x				
Fit stainless steel plate at righthand side of urinal where wall board is damaged		x				
Repair prefinished wall board at east wall where it has not adhered to studs		x				
Paint entrance door		x				
Paint ceiling over zip water heater		x				
Area 11 - Fit new window cord and adjust window		x				
Area 13						
Adjust windows		x				
Area 15						
Paint interior window facings and nosings		x				
Replace light switch (store room)		x				
Area 16						
Repair facing over door		x				
Paint interior window facings and nosing on front wall		x				
Area 19						
Replace pinex plank at ceiling		x				
Wallpaper room		x				
Repair floor tiles		x				
Structural						
Upgrade brick veneer walls to MWD standards					x	
Mechanical						
Areas 1 and 19						
Install a timer to control the infra red heater in each room		x				

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AGREED PHASING TO BE COMPLETED BY

Mechanical (continued)	30.6.80	31.3.81	31.3.82	31.3.83	31.3.84	31.3.85
Area 4						
Install a fire valve in fuel oil supply pipe		x				
Install a fuel strainer and isolating valve in fuel oil supply pipe		x				
Install a pressure relief valve and a high limit thermostat with manual reset on boiler		x				
Anchor the boiler to resist the effects of earthquake	x					
Anchor the cold water feed and expansion tank against the effects of earthquake and repair the leak in the bottom seam of this tank. In the interests of safety extend the overflow pipe from this tank so that it discharges in a safe place outside the boiler room	x					
In the interests of energy conservation and improved conditions of comfort, replace the existing heating controls with an improved system to MWD standards						
Areas 5 and 6						
Install one x 480 watt mounted electric tubular heater with low temperature thermostat in each toilet		x				
Area 26						
Install one x 240 watt wall mounted tubular heater with low temperature thermostat		x				
Electrical						
Areas 7, 9, 10, 13, 15 and 16						
Upgrade lighting to state school standards						
Area 4						
Secure conduit from heating control panel to oil burner unit, to wall	x					

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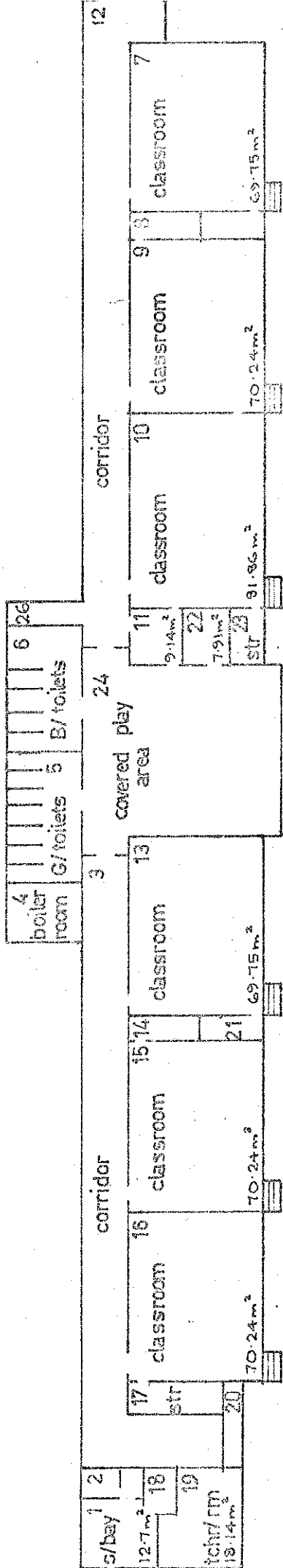
AGREED PHASING TO BE COMPLETED BY

	30.6.80	31.3.81	31.3.82	31.3.83	31.3.84	31.3.85
<u>Electrical (continued)</u> <u>General</u> Replace the existing pyrotenax mains with 4 core 35mm <sup>2</sup> PVC/PVC/SWA/PVC cable installed under ground. Provide and fit a lockable cover over main metering and distribution board.	x					
<u>Fire Protection</u> <u>Egress</u> Areas 7, 9, 10, 13, 15 and 16 (classroom doors) Modify the existing key operated mortice locks by removing the deadbolts so that the hardware operates as a latch set only. Modify the secondary egress doors to above areas by removing the deadbolts so that the hardware will operate as a latch set only, at the same time, removing the external lever handles and shortening the spindles and fitting a metal cover plate externally to maintain security. Areas 3 and 12 Modify the existing mortice locks to door at end by removing the deadbolts so that the hardware operates on a latch set only and supply and fit cylinder night latches for security purposes	x					
<u>Extinguishing Equipment</u> Install a cabinet hose reel fitted with 25m of 12mm hose midway along areas 3 and 12 with a 19mm connection run to each from the 25mm supply running under Area 3 Area 4 Replace existing extinguisher with 1 x 2.3 kg dry powder extinguisher	x  x x					

AGREED PHASING TO BE COMPLETED BY

	30.6.80	31.3.81	31.3.82	31.3.83	31.3.84	31.3.85
<u>Fire Alarms</u> Areas 3, 7, 11 and 19 Install manual call point switches and location signs at the egress points from corridors	x					
<u>Fire Hazards</u> <u>Area 4</u> Increase the clearance of the chimney from roof members to 300 mm Install 1 x 230 volt thermal heat detector on the ceiling connected to a solenoid cut out to ensure the cut out of the fuel supply pump in the event of fire Replace the door leading from Area 4 to Area 3 with a self closing type C with a 2 hour FRR and seal off the area above the head of the door with a non combustible material to maintain integrity of compartmentation	x					
<u>Linings</u> Upgrade all linings with fire retardant paint approved by MWD and applied in accordance with manufacturer's specifications when redecoration is due (7 - 10 years)	x					
<u>Building Requirements</u> Provide 1 sanitary towel disposal unit in Area 2		x				

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Block A total area 928.9m

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BUILDINGS DIVISION : INTEGRATION

School : ST. THOMAS'S SCHOOL - WINTON

Drawn by No :  
EIP 056 02

1:300

16 February 1979

14 DECEMBER 1979

# FOURTH SCHEDULE.

Schedule of staff appointments to St. Thomas' Primary School, WINTON under Sections 65(1) & 66 of the Private Schools Conditional Integration Act 1975 being special positions relating to the Special Character of the School

Total Staff Entitlement of School	Principal to be Appointed under S.65 (1) (a) Private Schools Conditional Integration Act 1975 Number of Staff to be so Appointed	Director of Religious Studies to be Appointed under S.65 (1) (b) Private Schools Conditional Integration Act 1975 Scale A or B1 or Higher	Senior Teacher Junior Classes to be Appointed under S.65 (1) (d) Private Schools Conditional Integration Act 1975 Number of Staff to be so Appointed	Religious Instruction Positions of Importance Number of other teachers to be Appointed under S.65 (1) (c) of Private Schools Conditional Integration Act 1975 Number of Staff to be so Appointed (See Footnote No. 2 to this Schedule)	Deputy Principal to be Appointed under S.66 Private Schools Conditional Integration Act 1975 Number of Staff to be so Appointed
Column 1	Column 2	Column 3	Column 4	Column 5	Column 6
1	1	-	-	1	-
2	1	-	-	1	-
3	1	-	-	1	-
4	1	-	-	2	-
5	1	-	-	1	-
6	1	1	-	2	1
7	1	1	1	2	1
8	1	1	1	2	1
9	1	1	1	2	1
10	1	1	1	3	1
11	1	1	1	3	1
12	1	1	1	4	1
13	1	1	1	4	1
14	1	1	1	5	1
15	1	1	1	6	1
16	1	1	1	7	1
17	1	1	1	7	1
18	1	1	1	8	1
19	1	1	1	8	1
20	1	1	1	9	1
21	1	1	1	9	1
22	1	1	1	9	1
23	1	1	1	10	1
24	1	1	1	10	1
25	1	1	1	11	1
26	1	1	1	11	1
27	1	1	1	12	1
28	1	1	1	12	1
29	1	1	1	13	1
30	1	1	1	13	1

## NOTES:

1. The above Schedule has been prepared for use when the staffing entitlement of the School alters at any time during the currency of this Deed of Agreement to enable the parties hereto by reference to the total staffing entitlement of the School in Column (1) hereof to determine the number of teaching positions at the School which in terms of Section 65 (1) (a), (b), (c) and (d) of the Private Schools Conditional Integration Act 1975 and Clauses 14, 15, 17 and 18 of this Deed carry a responsibility for Religious Instruction and require a willingness and ability to take part in Religious instruction or in terms of Section 66 of the Private Schools Conditional Integration Act 1975 require a particular capability in the teacher as described in Clause 19 of the Deed of Agreement. The Schedule to be read across from left to right.

2. Column (5). Section 65 (1) (c) must apply to the number of other positions indicated in the Column and may be made up of teachers appointed under the Initial Appointments Scheme and or other permanent appointments. It is recommended that where the School has a total staffing entitlement of up to eleven there should be at least one appointed as a permanent Scale A Teacher and in schools with a total staffing entitlement of between twelve and fifteen there should be two appointed as permanent Scale A Teachers and in schools with a total staffing entitlement of between fifteen and twenty-one there should be at least three appointed as permanent Scale A Teachers.

3. The School as at the effective date hereof has a staffing entitlement of three (3) teachers.