

**MINUTES OF THE ANNUAL GENERAL MEETING OF PARENTS  
OF THE GLEN HIGH SCHOOL: 2022**



<p><b>DATE</b> : 20 October 2022  <b>TIME</b> : 18:15  <b>VENUE</b> : School Hall</p>		
<p><b>ATTENDANCE REGISTER:</b>                  The parents present signed the attendance register.</p> <p><b>APOLOGIES:</b>                  None received.</p> <p><b>THE AGENDA:</b></p> <ol style="list-style-type: none"> <li>1. Welcome</li> <li>2. SGB Chairperson's Report (Mr A. Watts)</li> <li>3. Principal's Report (Mrs C. Nel)</li> <li>4. SGB Treasurer's Report (Ms T. Phalatsi)</li> <li>5. Questions and Answers</li> <li>6. New Budget</li> <li>7. Resolutions</li> </ol>		
<p><b>1.</b></p>	<p><b><u>WELCOME:</u></b>                  Mrs Nel welcomed all the parents present in the hall.                  A quorum of Parents was not present at the meeting of 17 October 2022 and therefore this second meeting was convened on 20 October 2022. A quorum is not required.</p> <p>Mrs Nel put up the agenda. Then explained that the various reports will be presented and then questions will be answered and then the New Budget for 2023 will be discussed. This year the voting on the resolutions would be done via parents' cell phones electronically. Parents whose phones do not support this will be able to do manual voting.</p> <p>Mrs Nel handed the meeting over to Mr Watts.</p>	<p>CN</p>
<p><b>2.</b></p>	<p><b><u>Chairpersons report Mr Watts:</u></b>  <b><u>Introduction</u></b>                  The year 2022 has been a year of two halves.</p> <p><b><u>Committees</u></b>                  Finance – Mrs Phalatsi                  Human Resources - Mrs Gamede                  Facilities Management – Mr Govender                  Discipline – Mrs Stigling                  QLTC – Dr Russon</p> <p><b><u>Key Challenges</u></b>                  Constrained budget due to non-payment of school fees                  Violence and Bullying among learners including cyber-related bullying                  Traffic violations and safety at the drop-off zone, and                  Intimidation and bullying of school staff</p> <p><b><u>Facilities Management</u></b>                  Maintenance is one of the largest expenses at the school                  Finalisation of the covered area near the drop off zone</p>	<p>AW</p>

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<p>The earthing of all the buildings New balustrades at the pavilion and around the tuck-shop A major repair of the swimming pool A new lawnmower has been procured</p> <p><b><u>Discipline</u></b> 13 External Hearings Assault Theft Pornography Substance Abuse 39 Internal Hearings Disrespect Smoking Bullying including Cyber Bullying Vandalism Learner Empowerment Camp Intervention Ambitions in Life Goals orientation Coping Skills Other Interventions dealing with Substance abuse Social Media Bullying Late coming Predominantly when dropped off by parents! Increase in Aggressive Behaviour by Learners Parents informing learners that violence is the “answer” is Very, Very worrying.</p> <p><b><u>Conclusion</u></b></p> <ul style="list-style-type: none"> <li>• Sponsorship from Toyota in the form of a VIP 14-seater bus</li> <li>• Thanks to The Glen High School community</li> <li>• Support and Commitment of the members of the SGB and School Management Team (SMT). You have made The Glen High School a better place.</li> <li>• To our primary resource at the school, the educators, thanks for the time and hard work that you have invested during the year.</li> <li>• To the parents, thank you for the support.</li> </ul>																													
<p><b>3. <u>PRINCIPAL’S SCHOOL REPORT</u></b></p> <p><b><u>Admissions:</u></b> Admission numbers are as follows:</p> <table border="0"> <thead> <tr> <th></th> <th><u>2022</u></th> <th><u>2021</u></th> <th><u>2020</u></th> </tr> </thead> <tbody> <tr> <td>Grade 8</td> <td>233</td> <td>247</td> <td>211</td> </tr> <tr> <td>Grade 9</td> <td>235</td> <td>206</td> <td>249</td> </tr> <tr> <td>Grade 10</td> <td>207</td> <td>246</td> <td>221</td> </tr> <tr> <td>Grade 11</td> <td>247</td> <td>209</td> <td>227</td> </tr> <tr> <td>Grade 12</td> <td>197</td> <td>220</td> <td>207</td> </tr> <tr> <td>Total</td> <td>1119</td> <td>1128</td> <td>1115</td> </tr> </tbody> </table>		<u>2022</u>	<u>2021</u>	<u>2020</u>	Grade 8	233	247	211	Grade 9	235	206	249	Grade 10	207	246	221	Grade 11	247	209	227	Grade 12	197	220	207	Total	1119	1128	1115	CN
	<u>2022</u>	<u>2021</u>	<u>2020</u>																										
Grade 8	233	247	211																										
Grade 9	235	206	249																										
Grade 10	207	246	221																										
Grade 11	247	209	227																										
Grade 12	197	220	207																										
Total	1119	1128	1115																										

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All schools in Pretoria East are high-pressure schools with demand for placement far exceeding available capacity. The education department is intending to fund the construction of additional classrooms at schools in our area. It is anticipated that GDE will pay money into the school's bank account and that the procurement and construction of classrooms be undertaken by the school. This would result in more learners being placed at the school to accommodate the large numbers of children who are unable to access public schools.

Currently, The Glen's applications for placement for grade 8 for 2023 is as follows:

Total number of applications on the waiting list:	1373
Placements as at 15 October:	145
Offers made to parents on 15 October:	39

The number of learners that leave the school in grades 9 – 11 is generally small and therefore new admissions in these grades is very limited. Many applications for the in-between grades are received throughout the year, as well as applications for the start of the academic year, but only a small number of new learners can be accommodated.

### **Staffing:**

#### **Post Provisioning 2023:**

We have received the GDE's post provisioning for 2023 which indicated that we will only qualify for 36 posts in the next year. We will be following a process of declaring one post in excess and restructuring our staffing needs.

3 Administrative Assistants and 5 General Assistants

1	-	Principal	}	36 Educator posts
2	-	Deputy Principals		
7	-	HODs		
26	-	Educators		

During 2022, the SGB employed an additional 27 educators taking the teaching staff to a total of 63. Other staff employed by the school: 7 Administrative Assistants, 1 Counsellor, 2 IT Support Staff, 3 Discipline Support Staff, 1 Nurse, 1 Tuckshop Convenor, 1 Sports Administrator, 1 Facilities Manager and 10 General Assistants.

There has been a number of staff changes during the 2021/2022 period. I would like to thank the following members of staff for their dedication to education and for their positive contributions to The Glen High School:

Mr Nehewedegwe	-	Retirement
Mr Mncwabe	-	Private School
Mr Coetzer	-	Christian music career
Mr Ndoda	-	Private School
Mr Mabuza	-	GDE post at other institution
Mr Prinsloo		
Mr Molapisane	-	Promotion to District Office
Mr Asare	-	GDE post at other institution
Mr Walters	-	Relocation to Malaysia
Mrs Pieters	-	Relocation to Malaysia
Miss Tshabalala (Psychologist)		Private School
Mrs Tloubatla (General assistant)		Retirement
Mrs Dale (Tuckshop convenor)		Resigned
Miss Maboko (Administrative Assistant)		Resigned

#### **New staff members:**

The following members have been welcomed to The Glen High School during the last year:

Miss Machili	-	Life Sciences teacher
Mrs Baird	-	Geography teacher
Miss Farrell	-	Mathematics teacher

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Mrs Kabuya	-	Accounting teacher
Ms Hartman	-	CAT teacher
Mrs Reyneke	-	IT teacher
Ms Mothapo	-	Mathematics teacher
Mr Mhaka	-	Mathematics teacher
Mr Kgolane	-	Science teacher
Mrs Conradie	-	Tuckshop convenor

I would like to thank the members of the SGB interview committee for the major role they have played in the selection, interviewing and appointment of all the replacement staff.

**Academic Activities:**

Congratulations to the grade 12s of 2021. Our learners' results showed a recovery from the previous year's Covid-19 impacted outcomes. The grade 12 pass rate increased from 93,65% in 2020 to 95,89% in 2021, and bachelor passes went up from 59,89% to 62,38%.

The Grade 12s obtained the following results:

- 95,89% pass rate (9 failures)
- 62,38% Bachelor's passes
- 29,52 % Diploma passes
- 8,09% Higher Diploma passes

**Top Learners in Grade 12**

Dux Scholar: Xongile Maluleke - 5 Distinctions, Overall average 83%

Three learners obtained 4 distinctions each: Kutlwano Peta, Naledi Leshaba and Dimpho Sekatane

<b>Subject</b>	<b>2021 Subject Average (%)</b>
English	56,9
Afrikaans	55,3
Sepedi	64,8
isiZulu	65,5
Maths	43
Math Lit	53
History	62,9
Business Studies	48,4
CAT	45,4
IT	52,6
Visual Arts	69
Accounting	48,4
Tourism	69,9
Life Sciences	50,6
Physical Sciences	49
Consumer Studies	59,6
Life Orientation	62,7
Geography	52,4

**Grade 12 results for the past five years:**

	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
<b>% pass rate</b>	99	97,2	98	93,65	95,89
<b>% Bach passes</b>	55,31	60,77	57,65	59,89	62,38
<b>No of failures</b>	2	5	4	13	9

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## **2020 ACADEMIC RESULTS**

The overall pass rate for Grades 8 – 11 was 96,68%

Grade	% pass
8	98,4 %
9	97,5 %
10	96,3 %
11	94,2%

## **Academic Report 2021**

Percentage Pass Rates

Grade	Term 1 2021	Term 2 2021	Term 3 2021	Term 1 2022	Term 2 2022	Term 3 2022
8	56,22	59,68	68,42	43,97	71,8	73,8
9	55,17	47,6	65,05	65,1	70	72,7
10	91	80,41	72,36	92,75	84,9	88,4
11	91,9	81,43	89,47	94,67	87	94,3
12	97,76	95,07	87,73	94,97	87,9	84,8

We are seeing the long-term impact of the Covid-19 pandemic, lockdown and rotational teaching timetables on the work ethic and study skills of learners. It has become evident that teaching and learning have been severely impacted by the “brokenness” caused by the pandemic. Our teachers are working exhaustively to drill content into many learners who have lacklustre approaches to their academic success.

Since learners in grades 8 and 9 were most affected by rotational timetabling, and spend a large percentage of the past two years at home, they have lost fundamental socializing skills. A significant part of every lesson is spent defusing volatile behaviours that “steal” time from teaching and learning.

## **Sports**

This section of the Principal’s AGM report has been prepared and submitted by Mr Monyamane, the school’s sports administrator.

## **Basketball**

We registered 7 teams and participated in 2 leagues this year. In April, we began playing in the Pretoria Schools Basketball League until the beginning of June. 3 of our teams qualified for the play-offs that were held at St Mary’s DSG.

The under 14 boys finished 4<sup>th</sup> in the league and Letlotlo Mogase received an All-Star award. The u14 girls finished 3<sup>rd</sup>. The highlight of that league was the U16 girls’ team that won the league. Nhlamulo Mascvanganye, known to us as Smiley, won the All-Star award and Ruva Chihaba was crowned the best u16 player in the Pretoria schools. Both these girls and the u16 captain, Mmabatho Mosoma, were selected to play for the district’s u16 Solicini team.

We have also been competing in the Tshwane Junior Basketball League. This is a club’s league so it was great exposure for our learners as we played against teams from Bronkhorstspuit, Soshanguve and Hammanskraal, just to name a few.

We have not received final results but I believed most of our teams will make the playoffs as we have improved drastically from the beginning of the year. According to the program the playoffs should be held at the end of October

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## **Soccer**

We registered 8 teams in the Pretoria Schools Soccer League this year. I am proud that we had two teams for all age groups this year - 144 soccer players in total. The numbers were great but due to the two years that we did not play, we struggled to get good results in the beginning.

Towards the end of the league we started getting better results as the players got fitter and had a better understanding of what we expected.

In the 3<sup>rd</sup> term we participated in the Magalies Soccer league and the Centurion Soccer League. This is where results were much better and we started playing the way we should. The U14 boys won the Centurion Soccer league and finished 3<sup>rd</sup> in the Magalies League. The u15 boys finished 3<sup>rd</sup> in the Magalies League and 2<sup>nd</sup> in the Centurion League. The U19 boys finished 3<sup>rd</sup> in the Magalies League and 2<sup>nd</sup> in the Centurion league.

## **Girls Soccer**

We had a great response to girls' soccer this year. We had up to 30 girls attending practices. All the girls are in grades 8, 9 and 10 so we are hoping for two teams next year.

We registered the girls in the JVV Soccer League in the U17 division though we had younger players. The girls did extremely well as they finished 4<sup>th</sup> in the 10-team league. The girls also had an opportunity to attend the St Peters Sports Festival. It was the perfect ending to the season as they met some of the best girls' teams in the province at this tournament. They competed well and were knocked out at the Plate Semi-final.

## **Netball**

We registered 7 teams in the league this year. We had high numbers of participants and worked hard to get the girls to standard. Similar to the soccer, we struggled to get them competing the way they should but we persevered and towards the end of the season the results improved. We had young girls, all Glenwegians, coaching netball I.

They went to umpiring and beginner coaching clinics and courses to try and give them as much support as possible. They really worked hard as became evident towards the end of the season.

The first team girls had the opportunity to participate in the St Peters Sports Festival. Our first team is 16 and 17-year-old girls and it showed, we struggled through some of the best teams in the country and gained invaluable lessons that will carry us in the years to come.

## **Cricket**

I am proud that we have entered 2 teams in the Northerns Cricket League this year. We entered an Under 15 and u19 team. The numbers of players improved to the extent of having a total of 25 players attending cricket practice.

We played four u19 matches and lost all of them as we had Grade 12s and 11s playing and they couldn't practice as they should. The u15s won 3 out of the 3 games they played. We have great talent at the school and cricket will continue to grow with these boys. We also had 3 girls joining the cricket team which is very encouraging.

## **Cross Country**

After many years of absence, we entered a team in the cross-country league. Thanks to Mr. Cupido, The Glen High School is now a registered Athletics Club

The learners really enjoyed running and we had almost 30 learners at every cross-country race we attended.

## **General**

We have had a long year at the sports department. The aim, after the Pandemic, was to expose our learners to as much sporting opportunities as possible. It has been encouragingly to see that we have had participants in all sports this year.

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We had the following number of participants in the 2<sup>nd</sup> and 3<sup>rd</sup> terms:

• Boys Soccer	144
• Girls' Soccer	28
• Boys Basketball	27
• Girls Basketball	21
• Netball	52
• Cross Country	30

We have tried to play as many matches as possible for all sporting codes. We tried to play teams we normally wouldn't play, we had friendlies and league matches with every type of school. We tried to expose our children to privileged schools, townships schools, farms schools and Afrikaans schools.

This was all with the aim of getting our learners prepared and conditioned for the different tours that we would like to participate in next year.

### **Conclusion**

We had 18 coaches working with our learners this year. 14 of these coaches are products of The Glen High School sports department as they are Glenwegians. As part of this group and a Glenwegian myself, we are grateful to be here. On behalf of all the coaches, I would like to indicate that we are thankful for the opportunity to do what we love.

**From: Isaia Monyamane  
Sports Department**

### **Cultural activities**

This section of the Principal's AGM report has been prepared and submitted by Mrs Maritz, Department Head: Afrikaans.

After a really "dry" cultural season (or two), it was decided to do something on the cultural front this year.

A cultural committee was established, led by Mrs A Maritz.

Although nothing was budgeted for the year, the committee decided to host small (very low budget) events. We feel that for the Clan Shield to really mean something at the end of the year, all the events will be in the form of clan competitions/clashes. The following competitions were decided upon:

Dance-off	Spelling B
Academic quiz	Pavement Art
Poetry competition	Master chef

The events were announced and introduced in the assemblies of 28 April. The response was overwhelming. The learners took part in large numbers and enjoyed these competitions thoroughly which is proof that cultural activities should be part of The Glen High School's extra- curricular programme.

We really hope that the cultural events will go from strength to strength and that it will become synonymous with what we do here at The Glen High School.

**From: Adrie Maritz  
Afrikaans Department**

### **Counselling Department**

This section of the Principal's AGM report has been prepared and submitted by Miss Sihlangu, the school's counsellor

The learners of TGHS have had different experiences and been exposed to different things. There are changes and things that pushed these learners to either fight, freeze or



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flee. In the different things that they experience, they all had shared moments/experiences. We have had learners feel vulnerable, the same feeling although caused by different things. Some learners will not admit their difficulties and so they choose to keep it to themselves, while others express it in other forms (bullying, and inappropriate behaviour, just to name a few). Some learners choose to grow from their experiences and make something out of their situation. The learners were not the only people experiencing challenges, teachers and parents were too. Parents experience challenges with their children as they are both growing and the child usually seeks independence while the parent seeks to guide and protect. The teachers would like to teach and equip learners with knowledge. Between balancing their personal lives and challenges, teachers try to motivate and support both learners and colleagues.

The Counselling Department has been supporting learners, teachers, and parents of TGHS in different ways. The top categories of intervention include but are not limited to trauma counseling, adjustment counseling, and the impact of unhealthy family relations on well-being. The following document details interventions/activities that took place in the year, 2022, as well as challenges and growth points.

### The highlights of the year include:

- Grade 8 Orientation Week - Learners were given information about counseling, what services counselors offer and how to get a session with the counselor
- Hiccup Program – Rendered to learners who did not progress to the next grade
- Holistic Interventions and life skills programs administered during detention sessions
  - Juniors (Grade 8s & 9s) - 154 Learners
  - Seniors (Grade 10s, 11s & 12s) – 254 Learners
- Individual sessions (Learners)
  - Juniors (Grade 8s & 9s) - 177 Learners
  - Seniors (Grade 10s, 11s & 12s) – 355 Learners
- Staff wellness
  - Tribal Council – Support group for new teachers (11 Teachers)
  - Individual Sessions - 16 Teachers
- Parent intervention – engagement with parents regarding learner cases
- Fill-up sessions and class visits – attempts to reach all learners in a grade
- Empowerment Camp in collaboration with the Discipline team (Mr. Makhata)
- Y-CAP Program – the running of two projects that encourage learners to take charge and be part of building a supportive school community. The program includes tackling a social challenge and it includes a competition element.



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- Food Insecurity – over 220 learners participated
- Mental Health – over 120 learners participated
- Mental health project – progressed to National level

## The challenges we have encountered this year:

- Lack of parental involvement
- Teachers are reluctant to seek mental health support
- Learners sometimes use counseling sessions as reasons for missing class, which makes it challenging for teachers to allow learners to go to the office. This in turn makes it challenging for counselors to get to learners
- Increase in learners' inappropriate behaviour
- Change in staff – our educational psychologist had moved schools and the department had only one counselor at some point. We, however, gained two Learner Support Agents appointed by the district
- Cultural and societal norms stigmatize and increase the difficulty associated with seeking mental health support

## Proposed Interventions to increase our reach and visibility around the school include:

- Y-CAP Program – raise awareness and encourage learners to study
- Detention sessions – to empower and inform
- Creative intervention – seek other ways to engage with learners other than just talking
- Teacher interventions
- Parents intervention
- Regular School Based Support Team meetings, aimed at identifying learners experiencing challenges and empowering SBST so they can better support learners
- Psycho-educate - sharing of mental health-related topics to help give context

**From: Phemelo Sihlangu  
Counselling Department**

### **General:**

I would like to take this opportunity to thank the SGB for the on-going support provided to the school. Thank you for the numerous meetings attended, for your insight and willingness to make a remarkable commitment to our community. I appreciate having the opportunity to work with you.

### **Conclusion:**

A special word of thanks must be extended to the staff of The Glen High School who shows so much initiative and willingness to work beyond all expectations to ensure that the school functions smoothly.

I would also like to thank our administrative staff and the General Assistants for their tremendous input into TGHS.

I would like to thank all parents who have supported us and remained loyal to the school, as you are truly an encouragement to us.

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4.1	<p><b><u>Treasurers Report</u></b></p> <p><b><u>2021 Audited Financial Statements</u></b></p> <p>Received an UNQUALIFIED Audit Opinion          No recommendations requiring attention were highlighted          The School's financial statements present fairly, in all material aspects</p> <p><b><u>Comments from Auditor</u></b></p> <p>Sum of school fees paid in advance is very good          Other income shows a decrease because of less rental income from MCP          Actual annual deficit was less than anticipated          From 2020 into 2021, 0% school fee increase and total revenue increased by R1m          Expenses increased because school activities resumed after COVID</p> <p><b><u>Overview of 2021</u></b></p> <p><b><u>Audited Financials</u></b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">School fees</td> <td style="width: 20%; text-align: right;">R 18,764,583.00</td> <td style="width: 20%;"></td> </tr> <tr> <td>Other income</td> <td style="text-align: right;">R 1,022,795.00</td> <td></td> </tr> <tr> <td>Western Campus</td> <td style="text-align: right;">R 4,674,382.00</td> <td></td> </tr> <tr> <td>Less: Expenses</td> <td style="text-align: right;">R -24,861,908.00</td> <td></td> </tr> <tr> <td>Deficit for 2021</td> <td style="text-align: right;">R - 400,148.00</td> <td></td> </tr> </table> <p><b><u>What does the GDE provide?</u></b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">37 Educators</td> <td rowspan="3" style="width: 5%; text-align: center; vertical-align: middle;">}</td> <td rowspan="3" style="width: 35%; vertical-align: middle;">45 employees</td> </tr> <tr> <td>3 Administrative Assistants</td> </tr> <tr> <td>5 General Assistants</td> </tr> </table> <p>Resource allocation for 2022 = R 876 104          Resource allocation for 2023 = R 897 754</p> <p>It costs over R30 000 000 to run TGHS</p> <p><b><u>What is paid from school fees?</u></b></p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">27 additional teachers</td> <td rowspan="10" style="width: 5%; text-align: center; vertical-align: middle;">}</td> <td rowspan="10" style="width: 35%; vertical-align: middle;">54 employees</td> </tr> <tr> <td>7 Administrative Assistants</td> </tr> <tr> <td>10 General Assistants</td> </tr> <tr> <td>1 Facilities Manager</td> </tr> <tr> <td>    1 Counsellor</td> </tr> <tr> <td>    3 Discipline staff</td> </tr> <tr> <td>    1 Nurse</td> </tr> <tr> <td>    2 IT support staff</td> </tr> <tr> <td>1 Sports Administrator</td> </tr> <tr> <td>1 Tuckshop staff</td> </tr> </table>	School fees	R 18,764,583.00		Other income	R 1,022,795.00		Western Campus	R 4,674,382.00		Less: Expenses	R -24,861,908.00		Deficit for 2021	R - 400,148.00		37 Educators	}	45 employees	3 Administrative Assistants	5 General Assistants	27 additional teachers	}	54 employees	7 Administrative Assistants	10 General Assistants	1 Facilities Manager	1 Counsellor	3 Discipline staff	1 Nurse	2 IT support staff	1 Sports Administrator	1 Tuckshop staff
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5.	<p><b><u>QUESTIONS AND ANSWERS:</u></b></p> <p><u>Question 1:</u>          Norman Mtsweni – child in grade 11, wanted to thank the teachers of The Glen for doing a great job.</p>																																

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### Question 2:

A parent asked about bring back a camp for grade 8's. The camp assisted with discipline amongst the grade 8's. This camp sets tone for discipline in the school.

### Answer:

Mr Watts answered that this camp was put on hold due to COVID-19. The school usually holds a camp for grade 8 and grade 11 learners. The school will look into bringing back these camps for next year.

### Question 3:

Tobogo Sono – child in grade 9. Enquired about the R400 K deficit. He also encouraged all parents to pay the school fees. He asked about the exemption process and how does that work, and especially when you look at the cars they drive at the drop off, as well as the cell phones that learners have. These parents obviously have money for certain expenses but not the school fees.

### Answer:

Ms Phalatsi answered that parents are always asked to pay for school fees and the school appreciates all parents that pay. The exemptions are tabled in The South African School's Act and parents have a right to apply and if they qualify they get the assistance.

### Question 4:

Kabelo Majo - child in grade 9. He raised the problem with parents dropping and fetching their children, and for their disregard to the road rules and safety of the learners. Pleaded with the parents to lead by example.

### Answer:

Mr Watts answered that this item is brought up every year. Parents drive on the wrong side of the road and do disregard the road rules. We have asked for assistance from TMPD and scholar patrol has been initiated. There is only so much that we can do.

### Question 5:

Tumelo Ledwaba – child in grade 9.

This parent asked whether a bus could be organised to pick up and drop off the learners at home who reside in Mamelodi?

### Answer:

Mr Watts stated that the school has asked for assistance previously, with no help given. Mr Watts addressed the parent and asked whether she could make some phone calls and run with this and try and organise a bus service?

### Question 6:

Lucas Makhata – child in grade 11. Regarding the income deficit, he would like to ask whether it is possible with parents who have skills with fundraising to step forward. He is suggesting that 3 or 4 fundraising projects are held per year.

### Answer:

Mr Watts nominated Mr Makhata to run with this endeavour.

### Question 7:

Mr Fakani – child in grade 11. He bluntly stated that if you don't pay school fees you don't love your kids. Parents need to prioritise their child's education. The bullying is very worrying. He came from a strict father. He suggested that maybe enquire if OUTsurance could assist us with points people to direct the traffic.

### Answer:

Mr Watts stated that social media has changed everything and has escalated bullying. The bullies can hide behind their phones. The children of today want to comment on everything on social media and this is a major challenge. He asked

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	<p>parents to check up on what their children are posting on media and who they are following.</p> <p><u>Question 8:</u> Ms Twala – twin boys in grade 8. The parent firstly thanked all the teachers of The School. She is very happy with the hard work that the teachers are doing. She asked about what the process was to join a sporting code during the school year? Is there rugby at the school? When exactly do you start recruiting kids for sporting codes?</p> <p>The parent also asked whether the teachers could be asked to remind the learners to give their books to their parents for signature.</p> <p><u>Answer:</u> Mrs Nel answered that the recruiting for sport is usually done around February of a new school year. Please be patient and wait for the new year. Mr Watts answered that rugby is outsourced to Die Wilgers HS as it is not an official sport at the school.</p> <p><u>Question 9:</u> Mr Masango – child in grade 11. Some parents are exempted to pay school fees and does the GDE give a number for these exemptions?</p> <p><u>Answer:</u> Ms Phalatsi answered that we do not have a number from the GDE. All parents can apply. There is a system of checks, balances, calculations and paperwork. There is a fixed formula and calculation that is used across SA. This process is anonymous and the learners are not impacted in any way. We also write off bad debts for defaulting parents.</p> <p><u>Question 10:</u> Bongani – child in grade 10. We as parents attend the AGM we decide on how the money will be divided. Why the R30 mil? He has a problem with the exemptions and how many parents are being exempted? Where is the money going to and asked for a breakdown of the numbers in detail?</p> <p><u>Answer:</u> Ms Phalatsi answered that all the financial and budget documents are uploaded onto the D6 7 days before the AGM for the parents to scrutinise at their leisure. The presentation on the evening of the AGM is a shortened version of the information.</p> <p><u>Question 11:</u> Ms Msisa - child in grade 8. She stated that when she comes to the AGM she needs to know what has happened to every rand and cent in detail. Some parents for the last 4 years have not had an increase in salary. She also enquired if the SGB members get paid?</p> <p><u>Answer:</u> Mr Watts answered that the SGB does not get paid for being on the SGB. It is totally voluntary service to the school. Regarding the information for the AGM, this question was also answered in question 10.</p> <p><u>Question 12:</u> Ms Mashifani – child grade 11. How many fund-raising functions have been held? We need to come up with more fund-raising activities.</p> <p><u>Answer:</u> Mr Watts explained that 2 years in a row a Glen Festival 2 was held and a small profit was obtained due to a generous parent. This is not viable as the same people that pay school fees support these fund raisers.</p>	
<p>6.</p>	<p><u>New Budget</u> <u>Budgeting Process</u> Zero (0) based budget. School departments submit proposed budgetary requirements. These requirements are debated within the school and the proposed budget is presented to the SGB. A special SGB meeting is convened to develop the proposed budget.</p>	

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The outcome of that meeting is presented to the AGM as the Proposed 2023 School budget for approval.

Proposed Expenses budget  
(using zero-based budgeting)

	<b>2022 Budget</b>	<b>2023 Budget</b>	<b>% Variance</b>
Administration	7,048,004	6,620,160	6.07
Salaries, wages	18,837,937	18,749,312	0.47
Education activities	1,422,300	1,914,680	34.62
Maintenance of facilities	1,649,160	1,791,500	8.63
Sport	235,050	665,500	183.13
Cultural activities	520,700	583,050	11.97
<b>Total</b>	<b>29,768,151</b>	<b>30,419,202</b>	<b>2.19</b>

Proposed Income budget

	<u><b>2022 Budget</b></u>	<u><b>2023 Budget</b></u>	<u><b>% Variance</b></u>
<u>Western Campus Rental (MCP)</u>	<u>4,816,604</u>	<u>5,052,988</u>	<u>4.90</u>
<u>Eastern Campus Rental</u>	<u>153,153</u>	<u>160,811</u>	<u>5.00</u>
<u>Lapa Rental</u>	<u>70,000</u>	<u>120,000</u>	<u>71.42</u>

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<u>Tuckshop</u>	<u>80,000</u>	<u>160,000</u>	<u>100.00</u>
<u>Vodacom</u>	<u>114,024</u>	<u>125,426</u>	<u>10.00</u>
<u>Admission deposit 2016</u>	<u>95,200</u>		<u>100.00</u>
<u>Admission deposit 2017</u>		<u>126,400</u>	<u>100.00</u>
<u>Advertising - ExoOutdoor</u>	<u>42,780</u>	<u>80,000</u>	<u>87.00</u>
<u>GDE Resource Allocation</u>	<u>820,000</u>	<u>850,000</u>	<u>3.65</u>
<u>Interest</u>	<u>780,000</u>	<u>750,000</u>	<u>3.84</u>
<u>Legal Collection</u>	<u>200,000</u>	<u>300,000</u>	<u>50.00</u>
<u>Other rentals</u>	<u>20,000</u>	<u>20,000</u>	<u>0.00</u>
<u>2021 Surplus</u>	<u>1,000,000</u>		
<b><u>Total</u></b>	<b><u>8,191,762</u></b>	<b><u>7,745,626</u></b>	<b><u>5.44</u></b>

School Fees Calculation

<b><u>SCHOOL FEES</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>
<u>Number of learners</u>	<u>1100</u>	<u>1100</u>
<u>Proposed school fees (Currently R24,000-00)</u>	<u>R 24,000.00</u>	<u>R 25,920.00</u>
<u>School fee income</u>	<u>R 26,400,000.00</u>	<u>R 28,512,000.00</u>
<u>Less: 20% Exemptions/ Non Payment</u>	<u>R 5,280,000.00</u>	<u>R 5,702,400.00</u>
<u>Sub total</u>	<u>R 21,120,000.00</u>	<u>R 22,809,600.00</u>
<u>Less: Paid in full discounts</u>	<u>R 500,000.00</u>	<u>R 550,000.00</u>

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Sub total	R 20,620,000.00	R 22,259,600.00
Plus: Other income	R 8,191,762.10	R 7,745,626.80
Sub total	R 28,811,762.10	R 30,005,226.80
Less: Budgeted expenses	R 29,773,251.51	R 30,286,402.44
<b>Total surplus / deficit</b>	<b>R -- 961,489.41</b>	<b>R -281,175.64</b>

Proposed School Fee

Proposed increase of  
8%  
R 25,920.00

**6. Resolutions and Voting:**

**1** Being a Section 21 Public School, The Glen High School will remain a fee-paying school for the 2023 academic year.

	FOR	AGAINST	ABSTENTIONS
Manual voting results:	13	0	0
Electronic voting results:	20	2	1

**2** The proposed budget as presented be accepted for the 2023 school year. 8% increase.

	FOR	AGAINST	ABSTENTIONS
Manual voting results:	9	3	0
Electronic voting results:	17	9	1

**3** Parents shall be obligated to pay school fees, unless they have been granted exemption from the payment of school fees in accordance with the provisions of Schools Act of South Africa (SASA 84 of 1996).

	FOR	AGAINST	ABSTENTIONS
Manual voting results:	14	0	0
Electronic voting results:	21	2	1



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<b>4</b>	<p>School fees per learner will be R 25,920.00.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 20%;">FOR</th> <th style="width: 20%;">AGAINST</th> <th style="width: 30%;">ABSTENTIONS</th> </tr> </thead> <tbody> <tr> <td>Manual voting results:</td> <td align="center">11</td> <td align="center">0</td> <td align="center">0</td> </tr> <tr> <td>Electronic voting results:</td> <td align="center">19</td> <td align="center">6</td> <td align="center">0</td> </tr> </tbody> </table>		FOR	AGAINST	ABSTENTIONS	Manual voting results:	11	0	0	Electronic voting results:	19	6	0	
	FOR	AGAINST	ABSTENTIONS											
Manual voting results:	11	0	0											
Electronic voting results:	19	6	0											
<b>5</b>	<p>A <b>prepayment of R 2,000-00</b> to be paid per learner at re-registration to provide funds to enable the school to procure required 2023 resources. If a family has outstanding school fee balance, the pre-payment will be used to settle outstanding school fee balances before being deducted from 2023 school fees.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 20%;">FOR</th> <th style="width: 20%;">AGAINST</th> <th style="width: 30%;">ABSTENTIONS</th> </tr> </thead> <tbody> <tr> <td>Manual voting results:</td> <td align="center">13</td> <td align="center">0</td> <td align="center">1</td> </tr> <tr> <td>Electronic voting results:</td> <td align="center">24</td> <td align="center">1</td> <td align="center">0</td> </tr> </tbody> </table>		FOR	AGAINST	ABSTENTIONS	Manual voting results:	13	0	1	Electronic voting results:	24	1	0	
	FOR	AGAINST	ABSTENTIONS											
Manual voting results:	13	0	1											
Electronic voting results:	24	1	0											
<b>6</b>	<p>School fees accounts for SA Citizens, paid in full, before the dates stipulated below will receive the following discounts:</p> <p><b>31 December 2022</b> - R3,800.00  31 January 2023 - R2,500.00  28 February 2023 - R1,900.00</p> <p>An amount of R1,200.00 will be debited if a debit order for 10 equal instalments is signed through our new NuPay system. Should one payment default, the discount will be forfeited.</p> <p>Discounts are per <b>family/account</b> and <b>not</b> per learner</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 20%;">FOR</th> <th style="width: 20%;">AGAINST</th> <th style="width: 30%;">ABSTENTIONS</th> </tr> </thead> <tbody> <tr> <td>Manual voting results:</td> <td align="center">11</td> <td align="center">0</td> <td align="center">0</td> </tr> <tr> <td>Electronic voting results:</td> <td align="center">24</td> <td align="center">0</td> <td align="center">1</td> </tr> </tbody> </table>		FOR	AGAINST	ABSTENTIONS	Manual voting results:	11	0	0	Electronic voting results:	24	0	1	
	FOR	AGAINST	ABSTENTIONS											
Manual voting results:	11	0	0											
Electronic voting results:	24	0	1											
<b>7</b>	<p>School fees for Foreign Nationals are payable upfront in full on Admission to allow the school to provide the guarantee required in accordance with the Department of Home Affairs Immigration Act 13 of 2002.</p> <p>School fees accounts for Foreign Nationals paid in full before <b>31 December 2022</b> will receive a discount of R2,000.00.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 20%;">FOR</th> <th style="width: 20%;">AGAINST</th> <th style="width: 30%;">ABSTENTIONS</th> </tr> </thead> <tbody> <tr> <td>Manual voting results:</td> <td align="center">12</td> <td align="center">0</td> <td align="center">0</td> </tr> <tr> <td>Electronic voting results:</td> <td align="center">23</td> <td align="center">2</td> <td align="center">17</td> </tr> </tbody> </table>		FOR	AGAINST	ABSTENTIONS	Manual voting results:	12	0	0	Electronic voting results:	23	2	17	
	FOR	AGAINST	ABSTENTIONS											
Manual voting results:	12	0	0											
Electronic voting results:	23	2	17											

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<b>8</b>	School fees accounts may be paid in <b>10 equal monthly instalments</b> from 1 January to 1 October if not paid as per Resolution 6.													
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	FOR	AGAINST	ABSTENTIONS											
Manual voting results:	15	0	0											
Electronic voting results:	26	0	1											
<b>9</b>	The SGB be allowed to enter into employment contracts for staff members based on approved requirements and budget availability.													
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	FOR	AGAINST	ABSTENTIONS											
Manual voting results:	14	0	0											
Electronic voting results:	24	0	2											
<b>10</b>	Remuneration in terms of SASA Section 38A for financial benefits and /or benefits in kind paid and furnished by the school to members of the staff employed by the Gauteng Department of Education to the amount of R971,848.00. This is financed from other income.													
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	FOR	AGAINST	ABSTENTIONS											
Manual voting results:	10	0	0											
Electronic voting results:	20	1	6											
<b>11</b>	The school maintains two separate bank accounts: 1. School fee account 2. Investment account													
	<table border="1"> <thead> <tr> <th></th> <th>FOR</th> <th>AGAINST</th> <th>ABSTENTIONS</th> </tr> </thead> <tbody> <tr> <td>Manual voting results:</td> <td>15</td> <td>0</td> <td>0</td> </tr> <tr> <td>Electronic voting results:</td> <td>25</td> <td>1</td> <td>1</td> </tr> </tbody> </table>		FOR	AGAINST	ABSTENTIONS	Manual voting results:	15	0	0	Electronic voting results:	25	1	1	
	FOR	AGAINST	ABSTENTIONS											
Manual voting results:	15	0	0											
Electronic voting results:	25	1	1											
<b>12</b>	The SGB is authorized to invest a percentage of any surplus funds at the end of the financial year, and thereafter utilize the balance of any surplus for expenditures during the year.													
	<table border="1"> <thead> <tr> <th></th> <th>FOR</th> <th>AGAINST</th> <th>ABSTENTIONS</th> </tr> </thead> <tbody> <tr> <td>Manual voting results:</td> <td>14</td> <td>0</td> <td>0</td> </tr> <tr> <td>Electronic voting results:</td> <td>24</td> <td>0</td> <td>2</td> </tr> </tbody> </table>		FOR	AGAINST	ABSTENTIONS	Manual voting results:	14	0	0	Electronic voting results:	24	0	2	
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7. **CLOSING:**

The Chairperson thanked the parents for attending the meeting.

The meeting adjourned at 22:00.

A handwritten signature in black ink, appearing to be 'A. Watts', written over a horizontal line.

Mr A. Watts  
SGB: Chairperson

A handwritten signature in black ink, appearing to be 'J. Johnson', written over a horizontal line.

Mrs J. Johnson (PA : Principal)  
Scribe