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PRESIDENT'S OFFICE

KANTOOR VAN DIE PRESIDENT

No. 1867.

15 November 1996

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It is hereby notified that the President has assented to the following Act which is hereby published for general information:—

No. 84 of 1996: South African Schools Act, 1996.

Hierby word bekend gemaak dat die President sy goedkeuring geheg het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word:—

No. 84 van 1996: Suid-Afrikaanse Skolewet, 1996.

GENERAL EXPLANATORY NOTE:

[] Words in bold type in square brackets indicate omissions from existing enactments.

_____ Words underlined with a solid line indicate insertions in existing enactments.

ACT

To provide for a uniform system for the organisation, governance and funding of schools; to amend and repeal certain laws relating to schools; and to provide for matters connected therewith.

PREAMBLE

WHEREAS the achievement of democracy in South Africa has consigned to history the past system of education which was based on racial inequality and segregation; and

WHEREAS this country requires a new national system for *schools* which will redress past injustices in educational provision, provide an education of progressively high quality for all *learners* and in so doing lay a strong foundation for the development of all our people's talents and capabilities, advance the democratic transformation of society, combat racism and sexism and all other forms of unfair discrimination and intolerance, contribute to the eradication of poverty and the economic well-being of society, protect and advance our diverse cultures and languages, uphold the rights of all *learners, parents* and *educators*, and promote their acceptance of responsibility for the organisation, governance and funding of *schools* in partnership with the State; and

WHEREAS it is necessary to set uniform norms and standards for the education of *learners* at *schools* and the organisation, governance and funding of *schools* throughout the Republic of South Africa;

(English text signed by the President.)
(Assented to 6 November 1996.)

BE IT THEREFORE ENACTED by the Parliament of the Republic of South Africa, as follows:—

CHAPTER 1**DEFINITIONS AND APPLICATION OF ACT****Definitions**

1. In *this Act*, unless the context indicates otherwise—

- (i) "**Constitution**" means the *Constitution* of the Republic of South Africa, 1993 (Act No. 200 of 1993);
- (ii) "**Council of Education Ministers**" means the *Council of Education Ministers* established by the National Education Policy Act, 1996 (Act No. 27 of 1996); (xix) 5
- (iii) "**education department**" means the department established by section 7(2) of the Public Service Act, 1994 (Proclamation No. 103 of 1994), which is responsible for education in a *province*; (xi)
- (iv) "**educator**" means an *educator* as defined in the Educators Employment Act, 1994 (Proclamation No. 138 of 1994); (xiii) 10
- (v) "**governing body**" means a *governing body* contemplated in section 16(1); (ii)
- (vi) "**grade**" means that part of an educational programme which a *learner* may complete in one *school* year, or any other education programme which the *Member of the Executive Council* may deem to be equivalent thereto; (iv) 15
- (vii) "**Head of Department**" means the head of an *education department*; (iii)
- (viii) "**independent school**" means a *school* registered or deemed to be registered in terms of section 46; (x)
- (ix) "**learner**" means any person receiving education or obliged to receive education in terms of this Act; (vii) 20
- (x) "**member of staff**" means a person employed at a *school*; (xiv)
- (xi) "**Member of the Executive Council**" means the *Member of the Executive Council* of a *province* who is responsible for education in that *province*; (viii)
- (xii) "**Minister**" means the *Minister* of Education; (ix)
- (xiii) "**officer**" means an employee of an *education department* appointed in terms of the Educators Employment Act, 1994 (Proclamation No. 138 of 1994), or the Public Service Act, 1994 (Proclamation No. 103 of 1994); (i) 25
- (xiv) "**parent**" means—
- (a) the *parent* or guardian of a *learner*;
- (b) the person legally entitled to custody of a *learner*; or 30
- (c) the person who undertakes to fulfil the obligations of a person referred to in paragraphs (a) and (b) towards the *learner's* education at *school*; (xiv)
- (xv) "**principal**" means an *educator* appointed or acting as the head of a *school*; (xvi)
- (xvi) "**province**" means a *province* established by section 124 of the *Constitution*; (xviii) 35
- (xvii) "**provincial legislature**" means a *provincial legislature* contemplated in section 125 of the *Constitution*; (xvii)
- (xviii) "**public school**" means a *school* contemplated in Chapter 3; (xii)
- (xix) "**school**" means a *public school* or an *independent school* which enrolls *learners* in one or more *grades* between *grade zero* and *grade twelve*; (xx) 40
- (xx) "**this Act**" means *this Act* and all regulations promulgated under *this Act*. (vi) 50

Application of Act

2. (1) *This Act* applies to *school* education in the Republic of South Africa.
- (2) A *Member of the Executive Council* and a *Head of Department* must exercise any power conferred upon them by or under *this Act*, after taking full account of the applicable policy determined in terms of the National Education Policy Act, 1996 (Act No. 27 of 1996). 45
- (3) Nothing in *this Act* prevents a *provincial legislature* from enacting legislation for *school* education in a *province* in accordance with the *Constitution*. 50

CHAPTER 2

LEARNERS

Compulsory attendance

3. (1) Subject to *this Act* and any applicable provincial law, every *parent* must cause

every *learner* for whom he or she is responsible to attend a *school* from the first *school* day of the year in which such *learner* reaches the age of seven years until the last *school* day of the year in which such *learner* reaches the age of fifteen years or the ninth *grade*, whichever occurs first.

(2) The *Minister* must, by notice in the Government Gazette, determine the ages of compulsory attendance at *school* for *learners* with special education needs. 5

(3) Every *Member of the Executive Council* must ensure that there are enough *school* places so that every child who lives in his or her *province* can attend *school* as required by subsections (1) and (2).

(4) If a *Member of the Executive Council* cannot comply with subsection (3) because of a lack of capacity existing at the date of commencement of this Act, he or she must take steps to remedy any such lack of capacity as soon as possible and must make an annual report to the *Minister* on the progress achieved in doing so. 10

(5) If a *learner* who is subject to compulsory attendance in terms of subsection (1) is not enrolled at or fails to attend a *school*, the *Head of Department* may— 15

- (a) investigate the circumstances of the *learner's* absence from *school*;
- (b) take appropriate measures to remedy the situation; and
- (c) failing such a remedy, issue a written notice to the *parent* of the *learner* requiring compliance with subsection (1).

(6) Subject to *this Act* and any other applicable law— 20

- (a) any *parent* who, without just cause and after a written notice from the *Head of Department*, fails to comply with subsection (1), is guilty of an offence and liable on conviction to a fine or to imprisonment for a period not exceeding six months; or
- (b) any other person who, without just cause, prevents a *learner* who is subject to compulsory attendance from attending a *school*, is guilty of an offence and liable on conviction to a fine or to imprisonment for a period not exceeding six months. 25

Exemption from compulsory attendance

4. (1) A *Head of Department* may exempt a *learner* entirely, partially or conditionally from compulsory *school* attendance if it is in the best interests of the *learner*. 30

(2) Every *Head of Department* must maintain a register of all *learners* exempted from compulsory *school* attendance.

Admission to public schools

5. (1) A *public school* must admit *learners* and serve their educational requirements without unfairly discriminating in any way. 35

(2) The *governing body* of a *public school* may not administer any test related to the admission of a *learner* to a *public school*, or direct or authorise the *principal* of the *school* or any other person to administer such test.

(3) No *learner* may be refused admission to a *public school* on the grounds that his or her *parent*— 40

- (a) is unable to pay or has not paid the *school* fees determined by the *governing body* under section 39;
- (b) does not subscribe to the mission statement of the *school*; or
- (c) has refused to enter into a contract in terms of which the *parent* waives any claim for damages arising out of the education of the *learner*. 45

(4) The *Minister* may by notice in the Government Gazette, after consultation with the *Council of Education Ministers*, determine age requirements for the admission of *learners* to a *school* or different *grades* at a *school*.

(5) Subject to *this Act* and any applicable provincial law, the admission policy of a *public school* is determined by the *governing body* of such *school*. 50

(6) In determining the placement of a *learner* with special education needs, the *Head of Department* and *principal* must take into account the rights and wishes of the *parents* of such *learner*.

(7) An application for the admission of a *learner* to a *public school* must be made to the *education department* in a manner determined by the *Head of Department*.

(8) If an application in terms of subsection (7) is refused, the *Head of Department* must inform the *parent* in writing of such refusal and the reason therefor.

(9) Any *learner* or *parent* of a *learner* who has been refused admission to a *public school* may appeal against the decision to the *Member of the Executive Council*. 5

Language policy of public schools

6. (1) Subject to the *Constitution* and *this Act*, the *Minister* may, by notice in the *Government Gazette*, after consultation with the *Council of Education Ministers*, determine norms and standards for language policy in *public schools*. 10

(2) The *governing body* of a *public school* may determine the language policy of the *school* subject to the *Constitution*, *this Act* and any applicable provincial law.

(3) No form of racial discrimination may be practised in implementing policy determined under this section.

(4) A recognised Sign Language has the status of an official language for purposes of learning at a *public school*. 15

Freedom of conscience and religion at public schools

7. Subject to the *Constitution* and any applicable provincial law, religious observances may be conducted at a *public school* under rules issued by the *governing body* if such observances are conducted on an equitable basis and attendance at them by *learners* and *members of staff* is free and voluntary. 20

Code of conduct

8. (1) Subject to any applicable provincial law, a *governing body* of a *public school* must adopt a code of conduct for the *learners* after consultation with the *learners*, *parents* and *educators* of the *school*. 25

(2) A code of conduct referred to in subsection (1) must be aimed at establishing a disciplined and purposeful *school* environment, dedicated to the improvement and maintenance of the quality of the learning process.

(3) The *Minister* may, after consultation with the *Council of Education Ministers*, determine guidelines for the consideration of *governing bodies* in adopting a code of conduct for *learners*. 30

(4) Nothing contained in *this Act* exempts a *learner* from the obligation to comply with the code of conduct of the *school* attended by such *learner*.

(5) A code of conduct must contain provisions of due process safeguarding the interests of the *learner* and any other party involved in disciplinary proceedings. 35

Suspension and expulsion from public school

9. (1) Subject to *this Act* and any applicable provincial law, the *governing body* of a *public school* may, after a fair hearing, suspend a *learner* from attending the *school*—

- (a) as a correctional measure for a period not longer than one week; or
- (b) pending a decision as to whether the *learner* is to be expelled from the *school* by the *Head of Department*. 40

(2) Subject to any applicable provincial law, a *learner* at a *public school* may be expelled only—

- (a) by the *Head of Department*; and
- (b) if found guilty of serious misconduct after a fair hearing. 45

(3) The *Member of the Executive Council* must determine by notice in the *Provincial Gazette*—

- (a) the behaviour by a *learner* at a *public school* which may constitute serious misconduct;
- (b) disciplinary proceedings to be followed in such cases; 50

(c) provisions of due process safeguarding the interests of the *learner* and any other party involved in disciplinary proceedings.

(4) A *learner* or the *parent* of a *learner* who has been expelled from a *public school* may appeal against the decision of the *Head of Department* to the *Member of the Executive Council*.

(5) If a *learner* who is subject to compulsory attendance in terms of section 3(1) is expelled from a *public school*, the *Head of Department* must make an alternative arrangement for his or her placement at a *public school*.

Prohibition of corporal punishment

10. (1) No person may administer corporal punishment at a *school* to a *learner*.

(2) Any person who contravenes subsection (1) is guilty of an offence and liable on conviction to a sentence which could be imposed for assault.

Representative council of learners

11. (1) A representative council of *learners* at the *school* must be established at every *public school* enrolling *learners* in the eighth grade and higher.

(2) A *Member of the Executive Council* may, by notice in the Provincial Gazette, determine guidelines for the establishment, election and functions of representative councils of *learners*.

(3) The *Member of the Executive Council* may, by notice in the Provincial Gazette, exempt a *public school* for *learners* with special education needs from complying with subsection (1) if it is not practically possible for a representative council of *learners* to be established at the *school*.

CHAPTER 3

PUBLIC SCHOOLS

Provision of public schools

12. (1) The *Member of the Executive Council* must provide *public schools* for the education of *learners* out of funds appropriated for this purpose by the *provincial legislature*.

(2) The provision of *public schools* referred to in subsection (1) may include the provision of hostels for the residential accommodation of *learners*.

(3) A *public school* may be an ordinary *public school* or a *public school* for *learners* with special education needs.

(4) The *Member of the Executive Council* must, where reasonably practicable, provide education for *learners* with special education needs at ordinary *public schools* and provide relevant educational support services for such *learners*.

(5) The *Member of the Executive Council* must take all reasonable measures to ensure that the physical facilities at *public schools* are accessible to disabled persons.

(6) Nothing in this Act prohibits the provision of gender-specific *public schools*.

Public schools on State property

13. (1) In this section, immovable property owned by the State includes immovable property held in trust on behalf of a tribe by a trust created by statute.

(2) Subject to section 20(1)(k), a *public school* which occupies immovable property owned by the State has the right, for the duration of the *school's* existence, to occupy and use the immovable property for the benefit of the *school* for educational purposes at or in connection with the *school*.

(3) The right referred to in subsection (2) may only be restricted—

(a) by the *Member of the Executive Council*; and

(b) if the immovable property is not utilised by the *school* in the interests of education.

(4) The *Member of the Executive Council* may not act under subsection (3) unless he or she has—

(a) informed the *governing body* of the *school* of his or her intention so to act and the reasons therefor;

(b) granted the *governing body* of the *school* a reasonable opportunity to make representations to him or her in relation to such action;

(c) duly considered any such representations received.

(5) The right contemplated in subsection (2) is enforceable against any successor in title to the owner of the immovable property in question. 5

(6) No immovable property owned by the State and occupied by a *public school* may be alienated unless an agreement contemplated in section 14 has been concluded between the *Member of the Executive Council* and the prospective owner of the immovable property.

(7) The registrar of any deeds registry may not execute, attest to or register a transfer deed in respect of the immovable property in question unless the owner has provided the registrar with proof of the agreement contemplated in subsection (6). 10

(8) The provisions of the Deeds Registries Act, 1937 (Act No. 47 of 1937), do not apply to the right contemplated in subsection (2).

Public schools on private property 15

14. (1) Subject to the *Constitution* and *this Act*, a *public school* may be provided on private property only in terms of an agreement between the *Member of the Executive Council* and the owner of the private property.

(2) An agreement contemplated in subsection (1) must be consistent with *this Act* and in particular must provide for— 20

(a) the provision of education and the performance of the normal functions of a *public school*;

(b) governance of the *school*, including the relationship between the *governing body* of the *school* and the owner;

(c) access by all interested parties to the property on which the *school* stands; 25

(d) security of occupation and use of the property by the *school*;

(e) maintenance and improvement of the *school* buildings and the property on which the *school* stands and the supply of necessary services;

(f) protection of the owner's rights in respect of the property occupied, affected or used by the *school*. 30

(3) The provisions of the Deeds Registries Act, 1937 (Act No. 47 of 1937), do not apply to a real right, excluding ownership, acquired by the State, a *public school* or another party in terms of an agreement contemplated in this section.

(4) The right contemplated in subsection (3) is enforceable against any successor in title to the owner of the immovable property in question. 35

(5) Despite subsection (3), a registrar of a deeds registry must endorse on the title deed of the affected property that the property is subject to an agreement contemplated in this section, if the registrar receives—

(a) an application for such endorsement by the owner of the property, or the *Member of the Executive Council* or any other holder of a right contemplated in subsection (3), together with the title deed of the property; and 40

(b) affidavits by the owner of the property and the *Member of the Executive Council* stating that an agreement contemplated in this section has been concluded.

(6) The *Minister* must, after consultation with the *Council of Education Ministers*, 45 make regulations regarding the minimum requirements of an agreement contemplated in this section.

(7) Any transfer duty, stamp duty, fees or costs payable in respect of the registration of a right in terms of subsection (3) may be paid in full or in part from funds appropriated by the *provincial legislature* for that purpose, but the *public school* contemplated in subsection (1) is not responsible for such duties, fees or costs. 50

Status of public schools

15. Every *public school* is a juristic person, with legal capacity to perform its functions in terms of *this Act*.

Governance and professional management of public schools

16. (1) Subject to *this Act*, the governance of every *public school* is vested in its *governing body*.

(2) A *governing body* stands in a position of trust towards the *school*.

(3) Subject to *this Act* and any applicable provincial law, the professional management of a *public school* must be undertaken by the *principal* under the authority of the *Head of Department*. 5

Governing body serving two or more schools

17. (1) The *Member of the Executive Council* may determine that the governance of two or more *public schools* must vest in a single *governing body* if it is in the best interests of education at the *schools* in question. 10

(2) The *Member of the Executive Council* may not act under subsection (1) unless he or she has—

- (a) given notice in the Provincial Gazette of his or her intention so to act;
- (b) given interested parties an opportunity to make written submissions within a period of not less than 30 days; and 15
- (c) considered all such submissions.

Constitution of governing body

18. (1) Subject to *this Act* and any applicable provincial law, the *governing body* of a *public school* must function in terms of a constitution which complies with minimum requirements determined by the *Member of the Executive Council* by notice in the Provincial Gazette. 20

(2) A constitution contemplated in subsection (1) must provide for—

- (a) a meeting of the *governing body* at least once every *school term*;
- (b) meetings of the *governing body* with *parents, learners, educators* and other staff at the *school*, respectively, at least once a year; 25
- (c) recording and keeping of minutes of *governing body* meetings;
- (d) making available such minutes for inspection by the *Head of Department*; and
- (e) rendering a report on its activities to *parents, learners, educators* and other staff of the *school* at least once a year. 30

(3) The *governing body* must submit a copy of its constitution to the *Head of Department* within 90 days of its election.

Enhancement of capacity of governing bodies

19. (1) Out of funds appropriated for this purpose by the *provincial legislature*, the *Head of Department* must establish a programme to— 35

- (a) provide introductory training for newly elected *governing bodies* to enable them to perform their functions; and
- (b) provide continuing training to *governing bodies* to promote the effective performance of their functions or to enable them to assume additional functions. 40

(2) The *Head of Department* must ensure that *principals* and other officers of the *education department* render all necessary assistance to *governing bodies* in the performance of their functions in terms of *this Act*.

Functions of all governing bodies

20. (1) Subject to *this Act*, the *governing body* of a *public school* must— 45

- (a) promote the best interests of the *school* and strive to ensure its development through the provision of quality education for all *learners* at the *school*;
- (b) adopt a constitution;
- (c) develop the mission statement of the *school*;
- (d) adopt a code of conduct for *learners* at the *school*; 50

- (e) support the *principal*, *educators* and other staff of the *school* in the performance of their professional functions;
- (f) determine times of the *school* day consistent with any applicable conditions of employment of staff at the *school*;
- (g) administer and control the *school's* property, and buildings and grounds 5 occupied by the *school*, including *school* hostels, if applicable;
- (h) encourage *parents*, *learners*, *educators* and other staff at the *school* to render voluntary services to the *school*;
- (i) recommend to the *Head of Department* the appointment of *educators* at the *school*, subject to the Educators Employment Act, 1994 (Proclamation No. 10 138 of 1994), and the Labour Relations Act, 1995 (Act No. 66 of 1995);
- (j) recommend to the *Head of Department* the appointment of non-educator staff at the *school*, subject to the Public Service Act, 1994 (Proclamation No. 103 of 1994), and the Labour Relations Act, 1995 (Act No. 66 of 1995);
- (k) at the request of the *Head of Department*, allow the reasonable use under fair 15 conditions of the facilities of the *school* for educational programmes not conducted by the *school*;
- (l) discharge all other functions imposed upon the *governing body* by or under *this Act*; and
- (m) discharge other functions consistent with *this Act* as determined by the 20 *Minister* by notice in the Government Gazette, or by the *Member of the Executive Council* by notice in the Provincial Gazette.

(2) The *governing body* may allow the reasonable use of the facilities of the *school* for community, social and *school* fund-raising purposes, subject to such reasonable and equitable conditions as the *governing body* may determine, which may include the 25 charging of a fee or tariff which accrues to the *school*.

(3) The *governing body* may join a voluntary association representing *governing bodies* of public schools.

Allocated functions of governing bodies

21. (1) Subject to *this Act*, a *governing body* may apply to the *Head of Department* in 30 writing to be allocated any of the following functions:

- (a) To maintain and improve the *school's* property, and buildings and grounds occupied by the *school*, including *school* hostels, if applicable;
- (b) to determine the extra-mural curriculum of the *school* and the choice of 35 subject options in terms of provincial curriculum policy;
- (c) to purchase textbooks, educational materials or equipment for the *school*;
- (d) to pay for services to the *school*; or
- (e) other functions consistent with *this Act* and any applicable provincial law.

(2) The *Head of Department* may refuse an application contemplated in subsection (1) only if the *governing body* concerned does not have the capacity to perform such 40 function effectively.

(3) The *Head of Department* may approve such application unconditionally or subject to conditions.

(4) The decision of the *Head of Department* on such application must be conveyed in writing to the *governing body* concerned, giving reasons. 45

(5) Any person aggrieved by a decision of the *Head of Department* in terms of this section may appeal to the *Member of the Executive Council*.

(6) The *Member of the Executive Council* may, by notice in the Provincial Gazette, determine that some *governing bodies* may exercise one or more functions without making an application contemplated in subsection (1), if— 50

- (a) he or she is satisfied that the *governing bodies* concerned have the capacity to perform such function effectively; and
- (b) there is a reasonable and equitable basis for doing so.

Withdrawal of functions from governing bodies

22. (1) The *Head of Department* may, on reasonable grounds, withdraw a function of a *governing body*.

(2) The *Head of Department* may not take action under subsection (1) unless he or she has—

- (a) informed the *governing body* of his or her intention so to act and the reasons therefor;
- (b) granted the *governing body* a reasonable opportunity to make representations to him or her relating to such intention; and
- (c) given due consideration to any such representations received.

(3) In cases of urgency, the *Head of Department* may act in terms of subsection (1) without prior communication to such *governing body*, if the *Head of Department* thereafter—

- (a) furnishes the *governing body* with reasons for his or her actions;
- (b) gives the *governing body* a reasonable opportunity to make representations relating to such actions; and
- (c) duly considers any such representations received.

4. The *Head of Department* may for sufficient reasons reverse or suspend his or her action in terms of subsection (3).

5. Any person aggrieved by a decision of the *Head of Department* in terms of this section may appeal against the decision to the *Member of the Executive Council*.

Membership of governing body of ordinary public school

23. (1) Subject to *this Act*, the membership of the *governing body* of an ordinary *public school* comprises—

- (a) elected members;
- (b) the *principal*, in his or her official capacity;
- (c) co-opted members.

(2) Elected members of the *governing body* shall comprise a member or members of each of the following categories:

- (a) *Parents of learners* at the *school*;
- (b) *educators* at the *school*;
- (c) members of staff at the *school* who are not *educators*; and
- (d) *learners* in the eighth grade or higher at the *school*.

(3) A *parent* who is employed at the *school* may not represent *parents* on the *governing body* in terms of subsection (2)(a).

(4) The representative council of *learners* referred to in section 11(1) must elect the *learner* or *learners* referred to in subsection (2)(d).

(5) The *governing body* of an ordinary *public school* which provides education to *learners* with special needs must, where practically possible, co-opt a person or persons with expertise regarding the special education needs of such *learners*.

(6) A *governing body* may co-opt a member or members of the community to assist it in discharging its functions.

(7) The *governing body* of a *public school* contemplated in section 14 may co-opt the owner of the property occupied by the *school* or the nominated representative of such owner.

(8) Co-opted members do not have voting rights on the *governing body*.

(9) The number of *parent* members must comprise one more than the combined total of other members of a *governing body* who have voting rights.

Membership of governing body of public school for learners with special education needs

24. (1) The following categories of persons must be represented on a *governing body* of a *public school* for *learners* with special education needs, in each case by a member or members of the respective category:

- (a) *Parents of learners* at the *school*, if reasonably practicable;
- (b) *educators* at the *school*;
- (c) members of staff at the *school* who are not *educators*;

- (d) learners attending the eighth grade or higher, if reasonably practicable;
- (e) representatives of sponsoring bodies, if applicable;
- (f) representatives of organisations of *parents of learners* with special education needs, if applicable;
- (g) representatives of organisations of disabled persons, if applicable; 5
- (h) disabled persons, if applicable; and
- (i) experts in appropriate fields of special needs education.

(2) Subject to *this Act*, the *Member of the Executive Council* must, by notice in the Provincial Gazette, determine the number of members in each category referred to in subsection (1) and the manner of election or appointment of such members at every 10 *public school* for learners with special education needs within his or her *province*.

(3) A notice contemplated in subsection (2) must give interested parties an opportunity to make written submissions within a period of not less than 30 days.

(4) The *Member of the Executive Council* must consider all such submissions, and thereafter may alter the notice contemplated in subsection (2). 15

Failure by governing body to perform functions

25. (1) If a *governing body* has ceased to perform its functions, the *Head of Department* must appoint sufficient persons to perform those functions for a period not exceeding three months.

(2) The *Head of Department* may extend the period referred to in subsection (1), by 20 further periods not exceeding three months each, but the total period may not exceed one year.

(3) The *Head of Department* must ensure that a *governing body* is elected in terms of *this Act* within a year after the appointment of persons contemplated in subsection (1).

Recusal by members of governing body 25

26. A member of a *governing body* must withdraw from a meeting of the *governing body* for the duration of the discussion and decision-making on any issue in which the member has a personal interest.

Reimbursement of members of governing body

27. (1) Necessary expenses incurred by a member of a *governing body* in the 30 performance of his or her duties may be reimbursed by the *governing body*.

(2) No member of a *governing body* may be remunerated in any way for the performance of his or her duties.

Election of members of governing body

28. Subject to *this Act* and any applicable provincial law, the *Member of the Executive 35 Council* must, by notice in the Provincial Gazette, determine—

- (a) the term of office of members and office-bearers of a *governing body*;
- (b) the designation of an officer to conduct the process for the nomination and election of members of the *governing body*;
- (c) the procedure for the disqualification or removal of a member of the 40 *governing body* or the dissolution of a *governing body*, for sufficient reason in each case;
- (d) the procedure for the filling of a vacancy on the *governing body*;
- (e) guidelines for the achievement of the highest practicable level of representativity of members of the *governing body*; 45
- (f) a formula or formulae for the calculation of the number of members of the *governing body* to be elected in each of the categories referred to in section 23(2), but such formula or formulae must provide reasonable representation for each category and must be capable of application to the different sizes and circumstances of *public schools*; and 50
- (g) any other matters necessary for the election, appointment or assumption of office of members of the *governing body*.

Office-bearers of governing bodies

29. (1) A *governing body* must, from amongst its members, elect office-bearers, who must include at least a chairperson, a treasurer and a secretary.

(2) Only a *parent* member of a *governing body* who is not employed at the *public school* may serve as the chairperson of the *governing body*. 5

Committees of governing body

30. (1) A *governing body* may—

- (a) establish committees, including an executive committee; and
- (b) appoint persons who are not members of the *governing body* to such committees on grounds of expertise, but a member of the *governing body* must chair each committee. 10

(2) A *governing body* of an ordinary *public school* which provides education to *learners* with special education needs must establish a committee on special education needs.

Term of office of members and office-bearers of governing bodies

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31. (1) The term of office of a member of a *governing body* other than a *learner* may not exceed three years.

(2) The term of office of a member of a *governing body* who is a *learner* may not exceed one year.

(3) The term of office of an office-bearer of a *governing body* may not exceed one year. 20

(4) A member or office-bearer of a *governing body* may be re-elected or co-opted, as the case may be, after the expiry of his or her term of office.

Status of minors on governing bodies of public schools

32. (1) A member of a *governing body* who is a minor may not contract on behalf of a *public school*. 25

(2) A member of a *governing body* who is a minor may not vote on resolutions of a *governing body* which impose liabilities on third parties or on the *school*.

(3) A member of a *governing body* who is a minor incurs no personal liability for any consequence of his or her membership of the *governing body*. 30

Closure of public schools

33. (1) The *Member of the Executive Council* may, by notice in the Provincial Gazette, close a *public school*.

(2) The *Member of the Executive Council* may not act under subsection (1) unless he or she has— 35

- (a) informed the *governing body* of the *school* of his or her intention so to act and his or her reasons therefor;
- (b) granted the *governing body* of the *school* a reasonable opportunity to make representations to him or her in relation to such action;
- (c) conducted a public hearing on reasonable notice, to enable the community to make representations to him or her in relation to such actions; and 40
- (d) given due consideration to any such representations received.

(3) If a *public school* is closed in terms of subsection (1) all assets and liabilities of such *school* must, subject to the conditions of any donation, bequest or trust contemplated in section 37(4), devolve on the State unless otherwise agreed between the *Member of the Executive Council* and the *governing body* of the *school*. 45

CHAPTER 4

FUNDING OF PUBLIC SCHOOLS

Responsibility of State

34. (1) The State must fund *public schools* from public revenue on an equitable basis in order to ensure the proper exercise of the rights of *learners* to education and the redress of past inequalities in education provision. 5

(2) The State must, on an annual basis, provide sufficient information to *public schools* regarding the funding referred to in subsection (1) to enable *public schools* to prepare their budgets for the next financial year.

Norms and standards for funding of public schools 10

35. Subject to the *Constitution* and *this Act*, the *Minister* must determine norms and minimum standards for the funding of *public schools* after consultation with the *Council of Education Ministers*, the Financial and Fiscal Commission and the Minister of Finance.

Responsibility of governing body 15

36. A *governing body* of a *public school* must take all reasonable measures within its means to supplement the resources supplied by the State in order to improve the quality of education provided by the *school* to all *learners* at the *school*.

School funds and assets of public schools

37. (1) The *governing body* of a *public school* must establish a *school fund* and administer it in accordance with directions issued by the *Head of Department*. 20

(2) Subject to subsection (3), all money received by a *public school* including *school fees* and voluntary contributions must be paid into the *school fund*.

(3) The *governing body* of a *public school* must open and maintain a banking account.

(4) Money or other goods donated or bequeathed to or received in trust by a *public school* must be applied in accordance with the conditions of such donation, bequest or trust. 25

(5) All assets acquired by a *public school* on or after the commencement of this Act are the property of the *school*.

(6) The *school fund*, all proceeds thereof and any other assets of the *public school* must be used only for— 30

- (a) educational purposes, at or in connection with such *school*;
- (b) educational purposes, at or in connection with another *public school*, by agreement with such other *public school* and with the consent of the *Head of Department*; 35
- (c) the performance of the functions of the *governing body*; or
- (d) another educational purpose agreed between the *governing body* and the *Head of Department*.

Annual budget of public school

38. (1) A *governing body* of a *public school* must prepare a budget each year, according to guidelines determined by the *Member of the Executive Council*, which shows the estimated income and expenditure of the *school* for the following financial year. 40

(2) Before a budget referred to in subsection (1) is approved by the *governing body*, it must be presented to a general meeting of *parents* convened on at least 30 days' notice, for consideration and approval by a majority of *parents* present and voting. 45

School fees at public schools

39. (1) Subject to *this Act*, school fees may be determined and charged at a *public school* only if a resolution to do so has been adopted by a majority of *parents* attending the meeting referred to in section 38(2).
- (2) A resolution contemplated in subsection (1) must provide for— 5
- (a) the amount of fees to be charged; and
 - (b) equitable criteria and procedures for the total, partial or conditional exemption of *parents* who are unable to pay *school fees*.
- (3) The *governing body* must implement a resolution adopted at the meeting contemplated in subsection (1). 10
- (4) The *Minister* must, after consultation with the *Council of Education Ministers* and the Minister of Finance, make regulations regarding the equitable criteria and procedures referred to in subsection (2)(b).

Parent's liability for payment of school fees

40. (1) A *parent* is liable to pay the *school fees* determined in terms of section 39 15 unless or to the extent that he or she has been exempted from payment in terms of *this Act*.
- (2) A *parent* may appeal to the *Head of Department* against a decision of a *governing body* regarding the exemption of such *parent* from payment of *school fees*.
- (3) In deciding an appeal referred to in subsection (2), the *Head of Department* must 20 follow due process which safeguards the interests of the *parent* and the *governing body*.

Enforcement of payment of school fees

41. The *governing body* of a *public school* may by process of law enforce the payment of *school fees* by *parents* who are liable to pay in terms of section 40.

Financial records and statements of public schools 25

42. The *governing body* of a *public school* must—
- (a) keep records of funds received and spent by the *public school* and of its assets, liabilities and financial transactions; and
 - (b) as soon as practicable, but not later than three months after the end of each 30 financial year, draw up annual financial statements in accordance with the guidelines determined by the *Member of the Executive Council*.

Audit or examination of financial records and statements

43. (1) The *governing body* of a *public school* must appoint a person registered as an accountant and auditor in terms of the Public Accountants and Auditors Act, 1991 (Act No. 80 of 1991), to audit the records and financial statements referred to in section 42. 35
- (2) If the audit referred to in subsection (1) is not reasonably practicable, the *governing body* of a *public school* must appoint a person to examine and report on the records and financial statements referred to in section 42, who—
- (a) is qualified to perform the duties of an accounting officer in terms of section 60 of the Close Corporations Act, 1984 (Act No. 69 of 1984); or 40
 - (b) is approved by the *Member of the Executive Council* for this purpose.
- (3) No person who has a financial interest in the affairs of the *public school* may be appointed under this section.
- (4) If the *Member of the Executive Council* deems it necessary, he or she may request the Auditor-General to undertake an audit of the records and financial statements of a 45 *public school*.
- (5) A *governing body* must submit to the *Head of Department*, within six months after the end of each financial year, a copy of the annual financial statements, audited or examined in terms of this section.

(6) At the request of an interested person, the *governing body* must make the records referred to in section 42, and the audited or examined financial statements referred to in this section, available for inspection.

Financial year of public school

44. The financial year of a *public school* commences on the first day of January and ends on the last day of December of each year. 5

CHAPTER 5

INDEPENDENT SCHOOLS

Establishment of independent school

45. Subject to this Act and any applicable provincial law, any person may, at his or her own cost, establish and maintain an *independent school*. 10

Registration of independent school

46. (1) No person may establish or maintain an *independent school* unless it is registered by the *Head of Department*.

(2) The *Member of the Executive Council* must, by notice in the Provincial Gazette, determine the grounds on which the registration of an *independent school* may be granted or withdrawn by the *Head of Department*. 15

(3) A *Head of Department* must register an *independent school* if he or she is satisfied that—

- (a) the standards to be maintained by such *school* will not be inferior to the standards in comparable *public schools*; 20
- (b) the admission policy of the *school* does not discriminate on the grounds of race; and
- (c) the *school* complies with the grounds for registration contemplated in subsection (2). 25

(4) Any person who contravenes subsection (1) is guilty of an offence and upon conviction liable to a fine or imprisonment for a period of three months.

Withdrawal of registration of independent school

47. (1) No withdrawal of the registration of an *independent school* is valid unless—

- (a) the owner of such *independent school* has been furnished by the *Head of Department* with a notice of intention to withdraw the registration, stating the reasons why such withdrawal is contemplated; 30
- (b) the owner of such *independent school* has been granted an opportunity to make written representations to the *Head of Department* as to why the registration of the *independent school* should not be withdrawn; and 35
- (c) any such representations received have been duly considered.

(2) The owner of an *independent school* may appeal to the *Member of the Executive Council* against the withdrawal of the registration of such *independent school*.

Subsidies to registered independent schools

48. (1) The *Minister* may, by notice in the Government Gazette, determine norms and minimum standards for the granting of subsidies to *independent schools* after consultation with the *Council of Education Ministers* and the Financial and Fiscal Commission and with the concurrence of the Minister of Finance. 40

(2) The *Member of the Executive Council* may, out of funds appropriated by the provincial legislature for that purpose, grant a subsidy to an *independent school*. 45

(3) If a condition subject to which a subsidy was granted has not been complied with, the *Head of Department* may terminate or reduce the subsidy from a date determined by him or her.

(4) The *Head of Department* may not terminate or reduce a subsidy under subsection (3) unless— 50

- (a) the owner of such *independent school* has been furnished with a notice of intention to terminate or reduce the subsidy and the reasons therefor;
- (b) such owner has been granted an opportunity to make written representations as to why the subsidy should not be terminated or reduced; and
- (c) any such representations received have been duly considered. 5

(5) The owner of an *independent school* may appeal to the *Member of the Executive Council* against the termination or reduction of a subsidy to such *independent school*.

Declaration of independent school as public school

49. (1) The *Member of the Executive Council* may, with the concurrence of the Member of the Executive Council responsible for finance, enter into an agreement with the owner of an *independent school* in terms whereof such *independent school* is declared to be a *public school*. 10

(2) Notice of the change of status contemplated in subsection (1) must be published in the Provincial Gazette.

Duties of Member of Executive Council relating to independent schools 15

50. (1) The *Member of the Executive Council* must, by notice in the Provincial Gazette, determine requirements for—

- (a) the admission of *learners* of an *independent school* to examinations conducted by or under the supervision of the *education department*;
- (b) the keeping of registers and other documents by an *independent school*; 20
- (c) criteria of eligibility, conditions and manner of payment of any subsidy to an *independent school*; and
- (d) any other matter relating to an *independent school* which must or may be prescribed in terms of *this Act*.

(2) Different requirements may be made under subsection (1) in respect of different *independent schools*. 25

(3) The *Member of the Executive Council* must allow the affected parties a reasonable period to comment on any requirement he or she intends to determine under subsection (1).

Registration of learner for education at home 30

51. (1) A *parent* may apply to the *Head of Department* for the registration of a *learner* to receive education at the *learner's* home.

(2) The *Head of Department* must register a *learner* as contemplated in subsection (1) if he or she is satisfied that—

- (a) the registration is in the interests of the *learner*; 35
- (b) the education likely to be received by the *learner* at home—
 - (i) will meet the minimum requirements of the curriculum at *public schools*; and
 - (ii) will be of a standard not inferior to the standard of education provided at *public schools*; and 40
- (c) the *parent* will comply with any other reasonable conditions set by the *Head of Department*.

(3) The *Head of Department* may, subject to subsection (4), withdraw the registration referred to in subsection (1).

(4) The *Head of Department* may not withdraw the registration until he or she— 45

- (a) has informed the *parent* of his or her intention so to act and the reasons therefor;
- (b) has granted the *parent* an opportunity to make representations to him or her in relation to such action; and
- (c) has duly considered any such representations received. 50

(5) A *parent* may appeal to the *Member of the Executive Council* against the withdrawal of a registration or a refusal to register a *learner* in terms of *this Act*.

CHAPTER 6

TRANSITIONAL PROVISIONS

Transitional provisions relating to schools other than private schools

52. (1) Any *school* which was established or was deemed to have been established in terms of any law governing *school* education in the Republic of South Africa and which existed immediately prior to the commencement of *this Act*, other than a private *school* referred to in section 53 is deemed to be a *public school*. 5

(2) The assets and liabilities which vested in a *school* contemplated in subsection (1) immediately prior to the commencement of *this Act*, vest in the *public school* in question. 10

(3) Funds and other moveable assets used by, or held for or on behalf of, a *public school* contemplated in subsection (1) and which in law are the property of the State, remain at the disposal of the *school*, and devolve on the *school* on a date and subject to conditions determined by the *Minister* by notice in the Government Gazette, after consultation with the *Council of Education Ministers*. 15

(4) Any transaction entered into prior to the commencement of *this Act* by a *school* contemplated in subsection (1), which had the effect of transferring funds or other assets of such *school* to another person or body without value, is invalid.

Transitional provisions relating to private schools

53. A private *school* which was registered or deemed to have been registered under the provisions of a law regulating *school* education in the Republic of South Africa and which existed immediately prior to the commencement of *this Act*, is deemed to be an *independent school*. 20

Transitional provisions relating to governing bodies

54. (1) The *Minister* must, after consultation with the *Member of the Executive Council* and by notice in the Government Gazette, determine dates— 25

(a) by which the election of members of *governing bodies* at all *public schools* in a *province* must be finalised in terms of *this Act*; and

(b) from which the *governing bodies* referred to in subsection (1)(a) must function in terms of *this Act*. 30

(2) Different dates may be determined in terms of subsection (1)(b) in respect of *governing bodies* in the different provinces.

(3) Any *governing body*, management council or similar authority of a *public school*, which existed immediately prior to the commencement of *this Act*, continues to function until the day before the date on which the relevant *governing body* is elected and must perform all the functions it performed prior to the commencement of *this Act* which a *governing body* can lawfully perform in terms of *this Act*. 35

(4) Until a *governing body* begins to function in terms of subsection 1(b), such *governing body* of a *school* deemed to be a *public school* in terms of section 52(1) must perform the functions lawfully performed by its predecessor which are capable of being performed by a *governing body* in terms of *this Act*. 40

Transitional provisions relating to immovable property of certain schools

55. (1) The immovable property of a *school* which was declared to be a state-aided *school* under section 29(2A) of the Education Affairs Act, 1988 (House of Assembly) (Act No. 70 of 1988), devolves upon the State on a date determined by the *Minister* by notice in the Government Gazette. 45

(2) The *Minister* may determine different dates in respect of different *schools* under subsection (1).

(3) Any notice determining a date or dates referred to in subsection (1) or (2) must grant all interested parties a period of not less than 30 days in which to make written submissions. 50

(4) The *Minister* must consider all such submissions received, and thereafter may alter any notice referred to in subsection (1).

(5) Any transfer duty, stamp duty, other fees or costs payable as a result of the transfer of the immovable property contemplated in subsection (1) must be paid in full or in part from funds appropriated by Parliament for that purpose.

(6) The *Minister* may, with the concurrence of the Minister of Finance, direct that no transfer duty, stamp duty, other fees or costs contemplated in subsection (5) be paid in respect of a particular transfer under this section. 5

(7) The rights of third parties with claims against the *school* in respect of the immovable property affected by the transfer contemplated in this section are not extinguished by the transfer and—

(a) a third party acquires no right of execution against the immovable property as a result of such transfer alone; 10

(b) a third party is obliged to excuss the *school* in question if the *school* fails to meet its commitments to the third party; and

(c) the State indemnifies such a third party in its claims against the *school* which were secured by the immovable property, but the third party does not acquire a greater right against the State than that which it had against the *school* prior to the transfer. 15

(8) The fact that compensation for any land and real rights in or over land expropriated in terms of subsection (1) has not been finalised or paid, does not impede the transfer of such land and real rights in or over land to the State. 20

(9) Until the date contemplated in subsection (1), a *public school* referred to in that subsection may not let, sell or otherwise alienate its immovable property, or grant to any person any real right thereon or servitude thereon without the written consent of the *Member of the Executive Council*.

(10) Any claim for compensation arising from subsection (1) must be determined as contemplated in the *Constitution*. 25

Transitional provisions relating to public schools on private property

56. If an agreement contemplated in section 14 does not exist at the commencement of *this Act* in respect of a *school*, standing on private property and which is deemed to be a *public school* in terms of section 52(1), the *Member of the Executive Council* must take reasonable measures to conclude such an agreement within six months of the commencement of *this Act*. 30

Transitional provisions relating to private property owned by religious organisation

57. If the owner of the private property referred to in section 56 is a religious organisation, such owner may require that the agreement contemplated in section 14 must recognise, in an appropriate manner consistent with *this Act*, the distinctive religious character of the *school*. 35

CHAPTER 7

GENERAL PROVISIONS 40

Expropriation

58. (1) The *Member of the Executive Council* may, if it is in the public interest to do so, expropriate land or a real right in or over land for any purpose relating to *school* education in a *province*.

(2) The *Member of the Executive Council* must give notice in the Provincial Gazette of his or her intention to expropriate in terms of subsection (1). 45

(3) A notice contemplated in subsection (2) must—

(a) identify the land or any real right in or over the land;

(b) give interested parties an opportunity to make written submissions regarding the expropriation within a period of not less than 30 days; and 50

(c) invite any person claiming compensation as a result of the expropriation to enter into negotiations with the *Member of the Executive Council* in that regard, and draw attention to the provisions of subsection (5).

(4) The *Member of the Executive Council* may, after considering all such written submissions, expropriate the land or any real right in or over the land referred to in subsection (3) by notice in the Provincial Gazette. 55

(5) Any expropriation contemplated in subsection (4) takes effect immediately even though compensation payable in respect of such land or real right in or over such land has not been finally determined or paid.

(6) If the *Member of the Executive Council* and an owner of the land or real right fail to reach agreement regarding the payment of compensation, either party may refer the matter to a court for determination, or they may agree to refer the dispute to an arbitrator for arbitration. 5

(7) The arbitrator determines the time, venue and procedures which apply in the arbitration.

(8) The arbitrator determines the dispute and makes a written award giving reasons for such award as soon as possible after the arbitration, and his or her determination is binding. 10

(9) The arbitrator may not make an award of costs.

(10) The arbitrator is paid, out of moneys appropriated for this purpose by the *provincial legislature*, such fees and allowances as the *Member of the Executive Council* may determine, with the concurrence of the *Member of the Executive Council* responsible for finance. 15

(11) Any transfer duty, stamp duty, other fees or costs payable as a result of any transfer of land or a real right contemplated in subsection (1) may be paid in full or in part from funds appropriated by the *provincial legislature* for that purpose. 20

(12) Any claim to compensation arising from the expropriation contemplated in subsection (4) must be determined as contemplated in the *Constitution* and this section.

Duty of schools to provide information

59. (1) A *school* must make information available for inspection by any person, insofar as such information is required for the exercise and protection of such person's rights. 25

(2) Every *school* must provide such information about the *school* as is reasonably required by the *Head of Department*.

Liability of State

60. (1) The State is liable for any damage or loss caused as a result of any act or omission in connection with any educational activity conducted by a *public school* and for which such *public school* would have been liable but for the provisions of this section. 30

(2) The provisions of the State Liability Act, 1957 (Act No. 20 of 1957), apply to any claim under subsection (1). 35

Regulations

61. The *Minister* may make regulations on any matter which must or may be prescribed by regulation under *this Act* and any matter which may be necessary or expedient to prescribe in order to achieve the objects of *this Act*.

Delegation of powers 40

62. (1) The *Member of the Executive Council* may, subject to such conditions as he or she may determine, delegate any power conferred upon him or her by or under *this Act* to the *Head of Department* or an *officer*, except the power to publish a notice and the power to decide an appeal lodged with him or her in terms of *this Act*.

(2) The *Head of Department* may, subject to such conditions as he or she may determine, delegate to an *officer* any of his or her powers in terms of *this Act* or delegated to him or her in terms of subsection (1). 45

(3) A delegation under subsection (1) or (2) does not prevent the *Member of the Executive Council* or *Head of Department*, as the case may be, from exercising such power or performing such duty. 50

Repeal and amendment of laws

63. (1) The laws listed in the first column of Schedule 1 are hereby repealed to the extent set out in the third column of that Schedule.

(2) The Educators' Employment Act, 1994 (Proclamation No. 138 of 1994), is hereby amended to the extent set out in Schedule 2.

5

Short title and commencement

64. *This Act* is the South African Schools Act, 1996, and comes into operation on a date fixed by the President by proclamation in the Government Gazette.

SCHEDULE 1

No. and year of Act	Short title	Extent of repeal
Act No. 47 of 1963	Coloured Persons Education Act, 1963	Sections 1A, 8 to 20, 26 and 28 to 31
Act No. 61 of 1965	Indians Education Act, 1965	Sections 1B, 8 to 20, 26, 28, 29, 31 and 33(1)(g)
Act No. 90 of 1979	Education and Training Act, 1979	Sections 1A, 3, 4, 11 to 29, 31 32, 43 and 44(1)(h)
Act No. 104 of 1986	Private Schools Act (House of Assembly), 1986	Section 1A
Act No. 70 of 1988	Education Affairs Act (House of Assembly), 1988	Sections 3 and 65 and Chapter 7

SCHEDULE 2

(Amendment of Educators' Employment Act, 1994, by section 63)

1. Amendment of section 1 by—

(a) the insertion of the following definitions:

“ ‘Department’ means a department contemplated in section 7(2) of the Public Service Act, 1994 (Proclamation No. 103 of 1994), responsible for education in the national government;

‘educational institution’ means a public school, college of education, technical college, other college or an office controlling such a school or college or rendering a support service to such a school or college where educators are employed, in regard to which the terms and conditions of employment of such educators are determined by this Act but excludes a university, technikon, independent school or independent college;

‘Labour Relations Act’ means the Labour Relations Act, 1995 (Act No. 66 of 1995);

‘public educational institution’ means an educational institution which is not a state-aided college;

‘public school’ means a public school as defined in section 1 of the South African Schools Act, 1996;

‘state-aided college’ means a college of education, technical college or other college which is wholly or partly funded by the State in respect of the remuneration and conditions of service of educators in posts on the establishment created in terms of section 3(1) and in regard to which the college is the employer of such educators;

‘unsubsidised post’ means a post at a state-aided college in respect of which no subsidy in terms of a law is paid by the State;”;

(b) substitution for the definitions of “educator”, “employee member” and “employer” of the following definitions, respectively—

✓ ‘educator’ means any person who teaches, educates or trains other persons or provides professional **[therapy]** educational services including professional therapy at any [school, technical college or college of education] educational institution [or assists in rendering professional services or performs educational management services or educational auxiliary services provided by or in a department of education] and whose **[employment]** appointment and terms and conditions of employment [is] are regulated by this Act;

✓ ‘employee member’ means an employee organisation that is a member of the Education Labour Relations Council established in terms of section **[6 of the Education Labour Relations Act]** 37(3)(b) read with item 20 of Schedule 7 to the Labour Relations Act;

✓ ‘employer’ means—

(a) in the case of a **[departmental]** public educational institution [or office], the head of a department; [and]

(b) in the case of a state-aided **[educational institution]** college, the body which employs an educator;

(c) for the purposes of section 5(1)(a) and (b) the Minister in respect of educators appointed to posts created in terms of sections 3(1) and (3); and

(d) in the case of an unsubsidised post at a public school referred to in section 3A, the body which employs the educator.”; and

(c) the deletion of the following definitions, namely—

“departmental educational institution”

“subsidised post”

“state-aided educational institution”

“Executive Council”

“Education Labour Relations Act”

2. The substitution for section 3 of the following section:

“Educator Establishment of educational institutions and Department

3. (1) Notwithstanding anything to the contrary contained in any other law, but subject to this Act and the National Policy [for General Education Affairs] on the Salaries and Conditions of Employment of Educators Act, 1984 (Act No. 76 of 1984), the educator establishment at an [a state] educational institution in a province shall consist of the posts which the Member of the Executive Council creates and the educator establishment of the Department of Education shall consist of the posts which the Minister creates.

(2) [The employer] A state-aided college may create unsubsidised posts additional to the educator establishment referred to in subsection (1).

(3) Educators may be appointed [on a temporary basis] additional to the establishment referred to in subsection (1) with the approval of the Member of the Executive Council or the Minister, as the case may be.

(4) A post referred to in subsection (1) may be regraded, redesignated, converted or abolished by the Member of the Executive Council or the Minister, as the case may be.”

3. By the insertion after section 3 of the following section:

“Transitional arrangement

3A. (1) The authority to create unsubsidised posts, to employ educators in such posts and all other matters incidental thereto which, in terms of section 3(2), vested in a state-aided school prior to the commencement of this Act, shall remain intact for such school until 31 December 1997, and thereafter such authority shall cease.

(2) Contracts of employment of educators appointed to posts referred to in subsection (1) entered into after the commencement of this Act, shall not be valid after 31 December 1997.”

4. The substitution for section 4 of the following section:

“Appointment and promotion of educators

4. (1) The qualifications for appointment and promotion as an educator shall be [prescribed] determined by the Minister.

(2) Subject to the provisions of the Constitution, the Labour Relations Act, 1995 (Act No. 66 of 1995), and agreements reached in terms thereof [Posts] posts shall be filled by appointment, transfer or promotion and the power to fill a post created under section 3 shall, subject to the provisions of this Act, vest in the employer, who shall exercise such power with regard to posts referred to in section 3(1) and (3) subject to the prior approval of the Member of the Executive Council or the Minister, as the case may be.

(3) The authority to fill a post referred to in section 3(1) and (3) at a public school in terms of subsection (2) is exercised on the recommendation of a public school, as represented by its governing body, and the employer may only deviate from such recommendation if:

- (a) the candidate does not have the required qualifications;
- (b) the candidate has been found guilty of misconduct; or
- (c) sufficient proof exists that the recommendation made by the school was based on improper influence.

[3](4) An educator may be appointed under [subsection (2)] this section—

- (a) in a permanent capacity, which shall include an appointment to the permanent relief staff, whether on probation or not; or
- (b) temporarily or on special contract, whether in a full-time or part-time capacity.

~~[(4)](5)~~ An appointment, transfer or promotion referred to in subsection (2) shall be effected in such manner and subject to such conditions as may be determined by the Minister.

~~[(5)](6)~~ An educator appointed in terms of any law repealed by this Act shall be deemed to have been appointed in terms of this Act to the appropriate post on the establishment of the ~~[state]~~ educational institution in question.

~~(7)~~ An educator appointed in terms of the Public Service Act, 1994, shall be deemed to have been appointed in terms of this Act.

~~(8)~~ An educator appointed at a public school shall not, by virtue of an amendment of this Act by the South African Schools Act, 1996, be regarded as having changed employers.”

5. The amendment of section 5—

(a) by the substitution for subsection (1) of the following subsection:

“(1) Notwithstanding anything to the contrary contained in any other law, but subject to the provisions of the National Policy on the Salaries and Conditions of Employment of Educators Act ~~[for General Education Affairs]~~, 1984 (Act No. 76 of 1984), and the ~~[Education]~~ Labour Relations Act ~~[and subsection (2)]~~—

(a) the salaries, salary scales, ~~[and]~~ allowances and other terms and conditions of employment of educators appointed, transferred or promoted to posts referred to in section 3(1) and (3) shall be determined by the Minister;

~~[(b) the other terms and conditions of employment and service benefits of educators referred to in paragraph (a) shall be prescribed by the Minister; and]~~

~~(b)[c]~~ the salaries, salary scales, allowances and other terms and conditions of employment referred to in ~~[paragraphs]~~ paragraph (a) ~~[and (b)]~~ with a financial implication shall be determined by the Minister with the concurrence of the Minister responsible for finance at national level; and

~~(c)[d]~~ the salaries, salary scales, allowances and other terms and conditions of employment of educators at a state-aided college appointed, transferred or promoted to posts referred to in section 3~~[(2)](3)~~ shall be determined by the employer.”; and

(b) by the deletion of subsection (2).

6. The substitution for section 6 of the following section:

“**Transfer [and secondment] of educators**

6. (1) Subject to the provisions of this section, section 4(3) and applicable terms and conditions of employment, an educator employed in ~~[an office or departmental]~~ a public educational institution may be transferred from the post in which he or she serves to any other post—

(a) at ~~[the same departmental educational institution or office or at another departmental educational institution or office]~~ a public educational institution under the control of the same provincial education department by the Member of the Executive Council; or

(b) at a ~~[departmental]~~ public educational institution ~~[or office]~~ in a different province or the Department at national level by the Member of the Executive Council, or the Minister, as the case may be, with the concurrence of the Member of the Executive Council of such other province or the Minister, as the case may be.

(2) Subject to the provisions of this section, an educator employed at a state-aided ~~[educational institution]~~ college may ~~[with his or her consent]~~, be transferred from the post in which he or she serves to any other post at the same or to any other state-aided ~~[educational institution]~~ college or public ~~[departmental]~~ educational institution—

- (a) in the same province by the Member of the Executive Council, with the concurrence of the employer or employers concerned; or
- (b) in a different province by the Member of the Executive Council, with the concurrence of the Member of the Executive Council of such other province and the employers concerned; or
- (c) at the Department at national level with the concurrence of the Minister.

(3) Subject to the provisions of this section, an educator at a **[departmental] public educational institution [or office]** may, **[with his or her consent,]** be transferred from the post in which he or she serves to any other post at a state-aided **[educational institution] college**, and in such a case the provisions of subsection (2) must apply *mutatis mutandis*.

(4) A transfer provided for in subsections (1), (2) and (3) may be effected irrespective of whether the post to which an educator is transferred is of the same, a lower or higher grade: Provided that—

- (a) the salary and salary scale of an educator shall not be lowered without his or her consent; and
- (b) paragraph (a) shall not apply in respect of an educator transferred in terms of section 19(1).

(5) An educator who is employed in a permanent capacity at **[a state] public educational institution** in a post of a lower or higher grading than that appropriate to his or her rank shall, subject to section 4**[(4)] (5) and (6)** be transferred to a post with a grading appropriate to his or her rank as soon as a suitable vacancy arises.”.

7. The amendment of section 7 by the substitution for the expression “state educational institution”, wherever it occurs, of the expression “public educational institution”.

8. The amendment of section 8 by the substitution for the expression “state educational institution”, wherever it occurs, of the expression “public educational institution”.

9. The amendment of section 10 by the substitution for the expression “state educational institution”, wherever it occurs, of the expression “public educational institution”.

10. The amendment of section 11 by the substitution for subsection (3) of the following subsection:

“(3) If the name of an educator is struck off a register of educators kept by **[a body recognised by the Minister in terms of the National Policy for General Education Affairs Act, 1984 (Act No. 76 of 1984),] the South African Council for Educators** he or she shall notwithstanding anything to the contrary contained in this Act, be deemed to have resigned with effect from the date following immediately upon the day on which his or her name was so struck off.”

11. The substitution for section 22 of the following section:

“Transfer of educators on declaration of public educational institution to be state-aided college

22. (1) An educator who was employed at a **[departmental] public educational institution** immediately prior to the date of declaration of such institution to be a state-aided **[educational institution] college** shall with effect from that date with his or her consent be transferred to and appointed in the service of the state-aided **[educational institution] college** in question.

(2) An educator transferred and appointed under subsection (1) shall be appointed on the terms and conditions of employment applicable to persons in the service of a state-aided **college [educational institutions]**: Provided that—

- (a) his or her salary shall not be reduced without his or her consent as a result of such transfer and appointment;
- (b) for the purposes of the said terms and conditions of employment, including pension benefits, his or her period in the service of the **[state-aided]** public educational institution shall be deemed to be a period in the service **[of the provincial government]** at the state-aided college concerned;
- (c) sick leave or vacation leave credit obtained by him or her as a result of his or her continuous service in a **[departmental]** public educational institution shall be deemed, subject to the conditions determined by the Minister, to have been obtained by him or her as a result of his or her service at the state-aided **[educational institution]** college in question; and
- (d) any disciplinary proceedings instituted or to be instituted against him or her in respect of misconduct which he or she allegedly committed prior to the date contemplated in subsection (1) shall be disposed of or instituted, as the case may be, in terms of this Act.”.

12. The substitution for section 23 of the following section:

“Transfer of educators on declaration of state-aided college to be public educational institution

23. (1) An educator who was employed in a subsidised post at a state-aided **[educational institution]** college immediately prior to the date of declaration of such institution to be **[departmental]** a public educational institution shall with effect from that date with his or her consent be transferred to and appointed in the service of the provincial government concerned.

(2) An educator transferred and appointed under subsection (1) shall be appointed on the terms and conditions of employment applicable to educators in the service of the provincial government concerned: Provided that—

- (a) his or her salary shall not be reduced without his or her consent as a result of such transfer and appointment;
- (b) for the purposes of the said terms and conditions of employment, including pension benefits, his or her period in the service of the state-aided **[educational institution]** college shall be deemed to be a period in the service of the provincial government concerned;
- (c) sick or vacation leave credit obtained by him or her as a result of his or her continuous service at the state-aided **[educational institution]** college shall be deemed, subject to the conditions determined by the Minister, to have been obtained by him or her as a result of his or her period in the service of the provincial government concerned; and
- (d) any disciplinary proceedings instituted or to be instituted against him or her in respect of misconduct allegedly committed prior to the said date shall be disposed of or instituted, as the case may be, in terms of this Act.”.