

Offer – 29 March 2019 – Teachers Agreement

The following package of salaries and conditions is an offer in response to the Unions' Log of Claims, discussions and correspondence to date.

Period of Agreement:

- 3 years.

Salaries and Allowances:

- Year 1 salary increase – 2 per cent from FFPPOOA 1 March 2019
- Year 2 salary increase – 2.5 per cent from FFPPOOA 1 March 2020
- Year 3 salary increase – 2.5 per cent from FFPPOOA 1 March 2021

These salary increases are subject to the agreement of unions to the efficiencies and improvements to public sector management practices as outlined below. These include:

Short-term:

- Removal of waiting time payments;
- A program of early retirement and public sector renewal of positions (WRIPs);
- Performance-based salary progression being implemented in all awards; and
- Removal of public holidays to align with other jurisdictions (e.g. Easter Tuesday).

Medium-term:

- A review of the State Service, to be conducted over a two year period completed by mid 2021 to consider structural, legislative and cultural improvements that would transform current structures, services and practices and deliver a State Service Act fit for purpose for the 21st century.

The below whole-of-service improvements to superannuation and family benefits are included in this offer:

Improved Superannuation Benefits:

The following involve improvements to superannuation contributions for employees covered by Teachers Agreement:

- Pay employer superannuation contribution for employees during *unpaid Parental Leave*, within the first 12 months period, with effect from the first full pay period commencing on or after the increase in salaries is agreed. The salary to be based on the salary paid whilst on 14 weeks paid Parental Leave (as defined in the Award).
- Pay employer superannuation contribution for employees on *workers' compensation* with effect from the first full pay period commencing on or after the increase in salaries is agreed.

Family Benefits:

Improvements to a range of conditions that demonstrate a commitment to a family friendly workplace and present a significant attraction for Teachers to work in the state service are as follows:

- Increase paid Parental Leave from 14 to 16 weeks with effect from 1 July 2019.
- Increase paid Partner Leave (after the birth of baby/adoption) from 1 to 3 weeks with effect from 1 July 2019.

In the event that other whole-of-Service conditions and employment arrangements are agreed to as part of PSUWA 2019, they will be offered to Teachers.

1. INTRODUCTION OF BAND 1 LEVEL 14

Introduction of new Band 1 Level 14 in the Teaching Service (Tasmanian Public Sector) Award, with additional salary equating to a 3% increase in the first year. This would be equivalent to \$1050 per annum above the current Band 1 Level 13 rate. Progression from Level 13 to Level 14 would be available for teachers with full teacher's registration after 12 months at Band 1 Level 13.

2. ADVANCED SKILLS TEACHER RELATIVITY

Additional increase of \$1050 per annum to apply to Advanced Skills Teacher salary above the new Band 1 Level 14 salary, equating to a 3% increase in the first year.

3. PRIMARY TEACHERS INSTRUCTIONAL LOAD

Subject to agreement in relation to the reduction in the relief teacher loading, instructional load for primary school teachers will be reduced from 22 to 20 hours per week to commence from Term 1 2020.

4. PROFESSIONAL ACTIVITY DAYS

Redesign the 5 Professional Activity Days (i.e. 35 hours) in the Agreement which currently require teaching staff in schools and colleges to be in attendance for the equivalent of an additional five days per year and replace with the following:

- a) One hour of professional activity time per fortnight (for 40 weeks) to focus on structured professional development that provides opportunities for improving and embedding quality teaching practices for the benefit of learners; and
- b) The remaining 15 hours to be spent on activities including professional development, curriculum development, school planning, report writing, parent/teacher meetings, presentation evenings and functions requiring supervision of students however teaching staff may undertake these types of activities as part of their normal duties.
- c) For part-time employees attendance at professional development for one hour each fortnight will only apply if the professional development is timetabled on a part-time employee's normal working day, or if the teacher volunteers to attend.

5. PRINCIPALS

- a) The annual incentives allowance in the current Agreement to be paid to Principals in isolated schools.
- b) Principal consultation clause in Agreement.
- c) Translation of Principal classifications in schools to the new classification structure in the Principals Agreement, with translations of \$1000 or less per annum providing a straight translation. For Principal classifications over that amount, direct selection will occur

(provided that Principal has been substantively appointed) but will be subject to normal review provisions.

d) Restoration of Higher Duties Allowance provisions where school circumstances change.

6. ASHLEY SCHOOL

In addition to an employee's base salary rate a correctional allowance of 6.5% is to be paid to teachers who are engaged to undertake duties in Ashley School.

7. ISOLATED SCHOOLS

a) Isolated school Principals will have the discretion to approve up to one day per term for teachers to attend to urgent personal business that is unable to wait until the end of term breaks.

b) Principals of schools 100km or more from a city centre (Hobart, Launceston, Burnie and Devonport) will have discretion to approve up to two days per year for the same purposes as (a) above.

8. NEW EDUCATORS (Early Career Teachers)

a) Funding to support time release of one hour per week for New Educators and a mentor in the first year of the New Educators employment. In the second year the two hours per week is allocated to the Mentor.

9. EDUCATION SUPPORT SPECIALISTS

Positions requiring para-professional qualifications will be classified under the Teaching Service (Tasmanian Public Sector) Award.

10. RELIEF

The relief teacher loading will be reduced from 82% loading to 30% loading from Term 1 2020.

The following employment related matters while not part of the Industrial Agreement but form part of the offer:

1. PRINCIPALS

- a) A Working Party will be established, including representatives from the AEU, to jointly review the principal classification structure in DoE, including Band 2 and Band 3 positions in schools. The Working Party will meet on a regular basis and the review will be completed within 6 months, unless otherwise agreed between the DoE and AEU.
- b) Establishment of a unit consisting of specific professional staff to provide support to Principals in relation to critical incidents and wellbeing.
- c) Four performance management support positions (2 in the North and 2 in the South) to commence in 2019.

Matters (b) and (c) above will be progressed through the Principal Health and Wellbeing Action Plan launched on 28 February 2019.

2. PRIMARY SCHOOL INSTRUCTIONAL LOAD

- a) Three schools will have a reduction in the instructional load for primary school teachers from Term 3 2019. These schools will be determined on the basis of their involvement in the Contemporary School Leadership Project; Leading Quality Teaching and Learning Initiative; and the allocation of Literacy Coaches, together with being recognised as difficult to staff schools and will be in different regions across the State.
- b) The recruitment of the additional positions will commence in 2019 and be completed by the start of 2020. The reduction in instructional load for primary school teachers will commence from Term 1 2020 however will commence in 3 schools included in the contemporary school leadership program in Term 3 2019.

3. NEW EDUCATORS (Early Classroom Teachers)

- a) Mentoring will be made a 'Desirable' criteria for Band 2 and Band 3 Statements of Duties and appointments.
- b) One week of structured professional learning each year in school holidays commencing no later than the end of the first year of work will be made available to New Educators, for which participation will be on a voluntary basis, and subject to agreement with the AEU that it will actively promote this professional development to its members.

4. PROFESSIONAL ACTIVITY DAYS

Guidelines will be developed in relation to the structured professional development, including the provision that meetings will not extend past 5:00pm unless agreed by a majority of teachers in the school.

5. REPORTING

A working group will be established within 6 months of the Agreement being registered, whose purpose will be to review reporting. The terms of reference can be negotiated by the Department and AEU prior to the registration of a new Agreement. AEU representatives on the working group, who are employed within the Department, will be funded to participate in the working group by the Department i.e. relief. The working party will meet on a regular basis (at least monthly) unless otherwise agreed by the parties.

6. IN CLASS SUPPORT

When a student requires educational adjustments consultation will occur between the Principal and the Teacher regarding matters including professional learning, class make-up, and support/s as required within the school's resources.

7. EDUCATION SUPPORT SPECIALISTS

There will be ongoing consultation with the AEU regarding the ESS role, funding and professional development.

8. RELIEF

- a) The Department will consult with the AEU on the establishment of a permanent relief pool structure, to be implemented from Term 4, 2019.
- b) The Department will recruit and appoint in a permanent capacity, teachers to form a permanent relief pool.
- c) The Department will consult with the AEU in relation to the permanent relief teacher Statement of Duties.
- d) The number of permanent relief appointments will be informed by modelling of a three year average of relief employment in schools.

- e) A permanent relief teacher will be attached to a particular school but may be required to work at a different school/s based on relief priorities and needs, however will not be required to travel more than 65km from their home to their work location.
- f) If permanent relief teachers are required to travel between two or more schools in one day, travel expenses in accordance with the Teaching Service (Tasmanian Public Sector) Award will apply.
- g) School placements will be determined based on schools with high relief over the past three years and hard to staff schools.
- h) Schools may utilise preferred relief staff provided the teachers from the permanent relief pool are not available.
- i) Schools may utilise existing teaching staff in their school who are employed less than 1.0FTE to undertake relief teaching.
- j) The parties will discuss an increase in the relief teacher loading where schools can demonstrate inability to attract relief teachers using the above mechanisms. Any agreed increased loading is to be included in the Agreement.
- k) Permanent relief pool teachers who are in their first year of employment will have access to BeTTR time release and mentoring in their first year and mentoring in their second year, will be supported to gain full teacher registration like other permanent teachers and will be assigned duties by the Principal in the event that specific relief work is not required on a particular day or days.

This Offer remains open until close of business, 12 April 2019.