



Version 8 October 2019

## DoE Teachers Agreement 2019 — Frequently Asked Questions

### SALARY

#### *What is the salary increase over the life of the Agreement?*

The offer outlines a 4.2% wage increase over 2 years. This is payable as follows:

- 2.1% increase from FFPPOOA 1 March 2020
- 2.1% increase from FFPPOOA 1 March 2021

#### *Are there any other payments for Advanced Skills Teachers?*

Yes. There is a \$1050 cash payment for Advanced Skills Teachers which would be applied to base salary prior to the 2.1% increase being applied from FFPPOOA 1 March 2020

#### *Is there an allowance for those teaching at Ashley Detention Centre?*

Yes. Teachers working at Ashley School will also receive a 6.5% Correctional Allowance in acknowledgement of the complexities of that working environment. This is a new clause. This allowance will be paid during all periods of paid leave. The allowance is payable from the date of registration of the agreement.

### WORKLOAD – PRIMARY INSTRUCTIONAL LOAD

#### *What is the reduction in instructional load for primary teachers?*

The reduction in instructional load for primary teachers is **from 44 to 42 hours per fortnight – a two hour per fortnight reduction.**

#### *How are the DoE intending to reduce the instructional load for primary teachers?*

The DoE are going to employ specialist teachers (e.g. mathematics, music, language, art, drama, STEM, English, science, agriculture, robotics, design and digital technologies, HPE) in primary schools. This translates to more centrally funded staff time for every primary school. An extra two hours per fortnight will be the teacher's time – planning and prep time, meaning learning can be better tailored to each child.

#### *Won't I just have to teach the same amount of the curriculum in less time?*

No. Specialist teachers will be teaching parts of the curriculum so classroom teachers will not be expected to teach the same amount in less time.

***How will the reduction in instructional load for primary teachers be implemented?***

The full reduction will commence from the beginning of Term III, 2020.

For over 30 years, AEU members in union have been fighting for equity of instructional load for primary and high school teachers. We will have the lowest instructional load for primary teachers in the country.

***How will the reduced 2 hours of instructional load be taken given there is such diversity across primary schools/district high schools?***

The Workload Reference Group which is a part of this new agreement will have responsibility for the implementation of the reduced instructional load and will be working through all the issues raised by members. Acknowledging that every workplace is different, we will be working with Principals and teachers to support the roll out of the reduced instructional load.

***Will general concerns about workload be addressed?***

Yes, the joint AEU-DOE Workload Reference Group will continue. This will provide a platform to address systemic workload issues for educators. An example of target areas includes reviewing the requirements surrounding the implementation of ILPs in the classroom and the details and process for compliance and risk assessment. This reference group will also address the workload issues with Kinder and year 11 and 12 reporting, along with continuing reviews of all reporting requirements.

## **PRINCIPALS**

***Will Principals' concerns about consultation be addressed?***

Yes, Principals will specifically be referred to in the consultation clause within the Agreement.

***Will Principals working in isolated schools get an incentives allowance?***

Yes, Principals working in isolated schools will get an allowance.

***Are isolated schools Category D schools for these purposes?***

Yes, Principals in Category D schools will receive the allowance.

**Category D schools:**

- Cape Barron Island
- Flinders Island District School
- King Island District High School
- Mountain Heights School
- Redpa Primary School
- Rosebery District High School
- Strahan Primary School
- Zeehan Primary School

### ***Are Principals moving to new salaries?***

All Principals on the 'old' salary classification methodology will be translated to the 'new' salary classification methodology upon registration of the agreement. Those Principals with a salary above the translated level will have salary maintenance on their current salary and will receive further increases on their current salary. This will only occur for those Principals whose salary would increase as a result of the move. A list of the schools currently classified under the 'old' salary scale is a Schedule to the Agreement. There is no back pay.

### ***Are promoted position salaries going to be reviewed?***

There is going to be a review of the school-based Principal Classification structure through a DoE/AEU Joint Working Party. The working party will review the school-based principal classification structure. The review will also include Band 2 (AST) and Band 3 (Assistant Principal) positions and be completed within 12 months of registration of the Agreement.

### ***Will the AST wage relativity be further reviewed?***

Yes, the new Agreement provides all promotable positions, including AST to be reviewed within 12 months of registration of the Agreement.

## **ISOLATED SCHOOLS**

### ***Under the new Agreement, will I be able to get paid time off to attend urgent personal business that cannot wait until the term breaks if I work in an isolated school?***

Principals will be given discretion to approve paid time **up to 1 full day per term (up to 4 days per year)** for urgent personal business unable to wait until the end of term breaks for teachers in all **Level D schools:**

- Cape Barron Island
- Flinders Island District School
- King Island District High School
- Mountain Heights School
- Redpa Primary School
- Rosebery District High School
- Strahan Primary School
- Zeehan Primary School

### ***Does the unpaid time bank up?***

No, the unpaid time does not bank up.

### ***Under the new Agreement, will I be able to get paid time off to attend urgent personal business that cannot wait until the term breaks if I work at a school 100km from the city centre?***

Principals will be given discretion to approve paid time of up to **2 days per year** for teachers. A list of these schools will be attached to the Agreement.

Teachers at the following schools will be able to access up to two days a year are:

- Bicheno Primary School
- Edith Creek Primary

- St Marys District School
- St Helens District High School
- Swansea Primary School
- Tasman District School
- Winnaleah District High School

***Does the unpaid time bank up?***

No, the unpaid time does not bank up

**Is this unpaid time applicable to Principals?**

No.

**NEW EDUCATORS**

***Will I get time release as a New Educator (ECTs) under the new Agreement?***

New educators will maintain current arrangements for BeTTR time, with access to a minimum instructional load time release of two hours per week in year one. In addition to this, the new Agreement will provide a one-hour reduction in instructional load for new educators in their second year of teaching.

**PROFESSIONAL ACTIVITY DAYS**

***Are there any changes to the number of PA days I am required to do each year under the new Agreement?***

No. A review of PA days will be undertaken by an AEU-DOE Workload Reference Group within 12 months of registration.

The review will consider best practice use of this time as well as how to ensure consistency across all workplaces.

***Have any changes been made to the timing of PA days that have been agreed to under the new Agreement?***

Yes, no staff meetings or professional development/professional learning which is part of PA can extend past 5:00pm.

This will come into effect from the start of Term 1 2020.

***Can other Professional Activities such as school socials, presentation evenings and parent teacher meetings go past 5.00pm?***

Yes. As is the case in the current agreement, all Professional Activity days should be determined at the school level in consultation with staff. This includes these activities.

## REPORTING

### ***Are there any changes to reporting?***

The changes which were agreed for Primary and Secondary reporting arising from the Workload Working Party have been included in DoE Policy and NOT in the agreement. The agreed changes in the policy are that reports may include feedback and information on student growth, progress and personal and social capability as negotiated with the school community. This may be in the form of written comments, portfolios of student work (digital or other), checklists, rubrics, face to face conversations or electronic communications.

### **Where written comments are included the following guidance is provided:**

<b>Year Level</b>	<b>Wording guide per student</b>
P	Up to a total of 300 words personal and relevant to the student
1-6	Up to a total of 300 words personal and relevant to the student
7-10	Up to 40 words per learning area personal and relevant to the student

### **Minimum Requirements for A-E ratings in SARIS:**

<b>Year Level</b>	<b>Required Learning Areas for A-E ratings</b>
P	End of year for English, Mathematics and Science
1-6	Twice yearly for English, Mathematics and Science and by the end of the Year for HASS
7-10	Twice yearly for each learning area/subject taught

### ***Will kindergarten and years 11 and 12 reporting be reviewed?***

There is a commitment to review both kindergarten and years 11 and 12 reporting through the Workload Reference Group within 12 months of the agreement being registered.

### ***Is there going to be a comprehensive review of reporting?***

There will be a comprehensive and fully funded review of reporting during the first 12 months of the agreement being registered. There will be a terms of reference and it will be undertaken by the Teacher Workload Reference Group.

### ***What input will classroom teachers have into the comprehensive reporting review?***

There will be a panel which is state-wide and includes all sectors – early childhood, primary, secondary and years 11/12. At least 50% of the panel will hold current (last two years) school based/classroom experience. Further, all teaching classifications will be represented; teachers, AST, Assistant Principals and Principals.

## **IN-CLASS SUPPORT**

***Will I be given more support if I have students in my class who have trauma, a disability and/or challenging behaviours?***

Under the new Agreement you will have a legal right to have a discussion with your line manager about these matters to ensure that you are able to confidently undertake your teaching duties within the prescribed paid working week within the school's resources. This support should recognise the complexities of classes and the necessary PD/duty reduction/additional support to be provided.

## **TEACHER ASSISTANTS - EDUCATION SUPPORT SPECIALISTS**

***What are Education Support Specialists?***

Education Support Specialist (ESS) is a classification which was previously paid under the State Service Award. This new agreement recognises that ESS are education paraprofessionals and as such are more properly recognised in the Teaching Agreement.

A career pathway for TAs will be provided for in the new Agreement with the introduction of the Education Support Specialist classification. Education Support Specialists will have a separate salary transition of the Education Support Specialist becoming part of Agreement and receiving 52 weeks' pay.

***If Education Support Specialists are going to be classified under the Teacher Award, are they going to need teacher registration?***

No. ESS are not employed as teachers so do not require teacher registration.

***What Band will I start on?***

ESS will move to the next nearest highest salary as outlined in Schedule 2 of the Agreement. This will apply from the date of agreement registration.

## **SCHOOL PSYCHOLOGISTS**

***Will the barriers to access to Band 1 Level 13 be addressed?***

Yes, under the new Agreement all school psychologists will be able to access Band 1 Level 13 automatically, after being on Band 1 Level 12 for 12 months. In addition, there will be Award variations to support this change.

## **GENERAL**

***Have any of my existing conditions in the current Agreement been reduced?***

No.

***Is voting for a new agreement compulsory?***

No it is not. However, your Union encourages you to exercise your democratic right to vote.

***Can non-members vote in the ballot?***

No. Only AEU members are able to participate in the ballot process.

***Is this a binding vote? If it is, what does that mean?***

Yes this is a binding vote. You will be asked to vote either YES or NO as to whether or not you support the agreement. The vote is binding which means that it is a once off vote and the outcome is final. If at least 50% plus 1 of members support the new agreement, then the AEU will seek to have the proposed agreement registered.

## **RELIEF TEACHERS**

***Will there be a reduction in relief teacher loading?***

No, there will be no reductions in relief teacher loading in this Agreement.

***Will there be a permanent relief teacher pool?***

There is no provision for a relief teacher pool in this Agreement.

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## **AWARD VARIATIONS**

The following matters were agreed as part of the negotiations for a new agreement but will not be part of the new agreement. Instead, there will be award variations to the (insert full name of teaching award) which will occur at the same time a new teacher agreement is registered.

## **SUPERANNUATION CONTRIBUTIONS**

***Will there be superannuation paid by the employer when an employee is on unpaid parental leave?***

Yes. An employee on unpaid parental leave, either on full pay or half pay, will be able to receive employer superannuation contributions during this time.

***When will the employer superannuation contributions be made during unpaid Parental Leave come into effect?***

The employer will make superannuation contributions during unpaid Parental Leave in the first 12 months with effect from the first full pay period commencing on or after the agreement being registered.

***Will the DoE make superannuation contributions for employees on workers compensation?***

The employer will make superannuation contributions to employees on workers compensation with effect from the first full pay period commencing on or after the increase in salaries is agreed. These additional superannuation payments will be made when an employee is absent from work either totally or partially due to a worker's compensation claim and is in receipt of a workers compensation weekly payment. The additional employer superannuation contributions on behalf of the employee will be made to the default fund or to another complying superannuation scheme

## **FAMILY FRIENDLY**

### ***Has there been an increase to Paid Parental Leave?***

Yes, paid Parental Leave will be increased from 14 to 16 weeks with effect from the date of registration of the Agreement. The necessary award variation will occur on the same day as the agreement is registered. The increased leave quantum will be in the Award.

### ***Has there been an increase to Paid Partner Leave?***

Yes, paid Partner Leave (after birth of baby/adoption) to increase from 1 to 3 weeks with effect from the registration of the Agreement. The necessary award variation will occur on the same day as the agreement is registered. The increased leave quantum will be in the Award.

### ***How is the commencement date of these increases going to work practically for employees applying for such leave?***

Employees will only be eligible if they commence Parental or Partner Leave on or after the registration date of the Agreement. Those already on either form of leave prior to registration will not be eligible for the increase.