



e-bulletin

The Australian Education Union • www.aeuact.asn.au

PH: 02 6272 7900

No 19 - 24 November 2011

EXECUTIVE RECOMMENDS TO BRANCH COUNCIL *IN PRINCIPLE* ENDORSEMENT OF PROPOSED AGREEMENT

Full details will be provided at the Branch Council meeting on Saturday 26 November at J Block Theatre, Reid Campus of CIT from 9.00am. All AEU members welcome to attend.

The Special Branch Council Meeting on 2 November 2011 determined a number of parameters for settlement of matters which remained unresolved in the EA negotiations. These details can be read in the e-Bulletin of 2 November 2011 at

[http://www.aeuact.asn.au/uploads/file/Schools%20EBulletin%20%20Nov\(4\).pdf](http://www.aeuact.asn.au/uploads/file/Schools%20EBulletin%20%20Nov(4).pdf)

Since 2 November, there has been significant movement achieved, and a Special Executive meeting was held tonight to consider progress on the outstanding matters:

1: Salary increases

- Initial increase will be paid from 1 October 2011 at the differential rates offered in the ETD “fourth & final offer” of 26 October 2011
- Subsequent increases will be paid in line with one of 2 options:
 - (a) Option 1 (3.5% on 1 January 2013 + 3.5% on 1 January 2014); or
 - (b) Option 2 (3% on 1 October 2012 + 1.5% on 1 October 2013 + 2.5% on 1 April 2014)
- Council to determine the option adopted. Outcomes for both options will be provided at the meeting, but the dollar amounts for salaries at the end of the EA under Option 2 are slightly better than those provided under Option 1.

2: Conditions matters

(a) School Autonomy

- Minimum Leadership Structure clause has been amended to ensure that schools cannot “trade-off” Executive roles. Draft clause available at Council.
- Retention of the capacity for system placement as required at any time (nominated transfers, return from leave, compassionate circumstances etc).
- Retention of annual transfer process with priority for transfers in filling positions as part of that process. Vacancies would still be advertised in e-employment and teachers would lodge applications that would go directly to the schools applied for to be processed. Any positions not filled through transfer or system placement would be filled through open advertisement or graduate recruits.
- Substantive vacancies occurring during the year would be filled substantively through open advertisement – advertised for all applicants (transfers, not transfers, new recruits) with appointment to the system and placement at the school. These selections will be made by a school-based panel with specified composition of three members unless otherwise agreed: a Chair, a “content specialist” and AEU nominee drawn from a list provided by the AEU (note slight change to School Leader process); and to include at least 1 male and 1 female. Promotions positions would retain current panel process.
- Agreed procedures for early offers to Graduate Recruits remain.
- Documents containing these clauses and documents referred to in the clauses are still being finalised and would be completed before a proposed Agreement was issued for the consideration period. Draft clauses available at Council.

- (b) Teaching Leader
 - Replacement of proposed Teaching Leader with new SLC positions – Executive Teacher (Professional Practice) - with specific responsibility for the professional practice matters that Teaching Leaders were to cover. Numbers are likely to be 20 positions initially, rising to 40 across the life of the Agreement.
 - The new SLC positions would be selected through usual promotions positions processes and be permanent appointments to SLC level, but there would be central selection and determination of their placement. Draft clause available at Council.
- (c) School Counsellor/Psychologist payment
 - \$8k payment will be paid as part of fortnightly salary (including appropriate tax), and will count for superannuation purposes.
- (d) ICT
 - Agreed wording to be included in EA:
A teacher's engagement with ICT in schools should be educational and not technical. In particular, teachers should not be called upon to establish ICT equipment nor undertake system or school network maintenance tasks.
- (e) Principal Classification Structure
 - Agreed proposal involves the appointment of a project officer to develop a project plan; identify main issues & concerns to be addressed; research systems for determining principal salaries; consult broadly with stakeholders on models and proposals; develop reporting options and recommendations to improve or reform current structure.
 - The review would commence in February 2012 with appointment of a full-time project officer, and report by end of August 2012. Draft clause available at Council.

Other matters

- New classifications clause – Draft clause available at Council.
- Selection panels
Agreed change to panel composition process detailed in the School Leader Selection Manual so that the AEU receives the JSC form to check that the composition complies with the requirements (gender, classification, number) listed in the School Leader Selection Manual – or a variation to that composition that has been agreed – but the AEU sign-off on panel members is only in relation to an “AEU nominee” rather than the whole panel as is currently the case.
- Documents referenced in EA – list still to be finalised.

Where to from here?

Assuming Council gives *in principle* endorsement to the proposed settlement, the AEU & ETD will continue to work on drafting the EA and completing the documents that will be referenced in it. It is expected that a completed EA will be ready to be sent out for the consideration period required by FWA early in Term 1 2012 and that a ballot would follow shortly thereafter.

Executive recommendation to Branch Council:

Executive recommends that 26 November 2011 Branch Council

- a) endorses the proposals outlined in this document together with other proposals already agreed as *in principle* settlement of the Teachers Enterprise Agreement negotiations;**
- b) determines the preference for either Option 1 or Option 2 for payment of increases under the new Enterprise Agreement;**
- c) authorises AEU officers to complete the drafting of a new Enterprise Agreement and associated documents reflecting this *in principle* settlement. Such work is to be completed before the proposed new Enterprise Agreement is signed by the AEU and released for a consideration period prior to a vote;**
- d) lifts all bans currently in place by Wednesday 30 November 2011.**

Thanks to all AEU members for your support during this long campaign. In recommending *in principle* settlement to Branch Council, Executive is conscious of the determination shown by AEU members to achieve a just outcome to our bargaining, and congratulates you on your commitment.

**PENNY GILMOUR
BRANCH SECRETARY**