



e-bulletin

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A WINNING CAMPAIGN

After nine months of bargaining, and at least four Government offers, Branch Council has given *in principle* endorsement to the proposed Enterprise Agreement settlement negotiated for teachers in ACT public schools. Let's remind ourselves of where we started the year:

- An offer of 2.5% per year for three years for all teaching classifications. This would have retained our unenviable status nationally as the salaries "basket case".
- Nothing extra for school counsellors, despite ETD's failure to attract enough applicants to fill positions.
- A potentially divisive "Teaching Leader" scheme that would have seen teachers competing not only against standards but against each other.
- No commitment to properly assess the issue of school complexity/category.
- Some potentially acceptable proposals regarding accelerated incremental progression, enhanced support for new teachers and teacher transfer.

The AEU made it clear that the Government had to do better – much better – if it wanted to satisfy teachers, principals, parents and the wider ACT community in the lead-up to the 2012 election.

In September, members twice attended huge stopwork meetings, forgoing a total of seven hours' salary.

Through the AEU's campaign web page, members bombarded the inboxes of MLAs, including those of the Chief Minister Katy Gallagher and the former Education Minister Andrew Barr.

Teachers must never underestimate the power of well-coordinated collective action and well-directed outrage. And we must be grateful for the enormous community support we received throughout our campaign.

So, what have we won?

- Initial year salary increases of 7% for top-of-the-scale classroom teachers, 6.1% for executive teachers, 15.6% for deputy principals, 5% for principals, 9.5% for experienced casual teachers and 19.7% for casual interns. These increases make our salaries comparable to those in NSW. See the table further in the bulletin for full details of salary increases across the life of the next EA.
- A combined increase of 7.15% over the second and third years of the agreement, in keeping with the subsequent year increase in the ACT public sector.
- Staged abolition of the bottom three principal salary levels so that in 2014 all principals are paid to at least category 4 level. This will see principals currently earning \$104,283 (category 2), \$109,043 (category 2+/3), and \$113,804 (category 3+) earning \$133,357 by the end of the agreement. Note that by 2014 the bottom principal salary will be almost \$12,000 above deputy principal level.
- For school psychologists/counsellors, a payment of \$8,000 per year in addition to salary increases. This means that a top-of-the-scale school counsellor will earn almost \$20,000 per year more in 2014 than they do currently.
- The removal of the flawed Teaching Leader proposal and a commitment to negotiation and agreement with the AEU before implementation of any future scheme that arises in the context of the national professional standards.
- The creation of up to 20 Executive Teacher (Professional Practice) positions to support the enhancement of classroom teaching across our system.
- A formal review of principal salary structure which will commence next year with a full-time project officer who will consult principals as part of the project. The AEU will monitor progress through the EA Implementation Committee.
- Significant certainty around any moves to so-called school autonomy.
- Wording in the EA to make it clear that teachers should only work with ICT in an educational and not technical sense.
- An agreed template to assess any new initiatives with regard to resourcing and workload implications.

This is indeed a significant set of outcomes - and one which would not have been achieved without the support of members in our Sub-Branches.

What will our salaries look like over the next EA?

The table below details salary outcomes from October 2011 - April 2014. (NB: Agreement expected to be voted on during February 2012 and due to expire 30 September 2014.)

		Differential	3.00%	1.50%	2.50%
CLASSROOM TEACHER	30-Jun-11	1-Oct-11	1-Oct-12	1-Oct-13	1-Apr-14
3 year trained	\$ 51,178	\$ 53,350	\$ 54,951	\$ 55,775	\$ 57,169
New educator 1.1	\$ 55,327	\$ 56,350	\$ 58,041	\$ 58,911	\$ 60,384
1.2	\$ 58,094	\$ 59,350	\$ 61,131	\$ 62,047	\$ 63,599
1.3	\$ 60,859	\$ 62,350	\$ 64,221	\$ 65,184	\$ 66,813
Experienced Teacher 1 2.1	\$ 63,626	\$ 65,350	\$ 67,311	\$ 68,320	\$ 70,028
2.2	\$ 67,082	\$ 68,350	\$ 70,401	\$ 71,457	\$ 73,243
2.3	\$ 70,541	\$ 71,350	\$ 73,491	\$ 74,593	\$ 76,458
2.4	\$ 74,001	\$ 74,350	\$ 76,581	\$ 77,729	\$ 79,672
Experienced Teacher 2 3.1	\$ 78,837	\$ 79,350	\$ 81,731	\$ 82,956	\$ 85,030
3.2		\$ 84,350	\$ 86,881	\$ 88,184	\$ 90,388
SCHOOL LEADER					
Executive Teacher - Professional Practice 4.1		\$ 97,350	\$ 100,271	\$ 101,775	\$ 104,319
Executive Teacher 4.1	\$ 91,768	\$ 97,350	\$ 100,271	\$ 101,775	\$ 104,319
Deputy Principal 5.1	\$ 98,077	\$ 113,350	\$ 116,751	\$ 118,502	\$ 121,464
Principal 5.2 2*	\$ 104,283	\$ 114,495			
2+/3*	\$ 109,043	\$ 114,495	\$ 125,000		
3+*	\$ 113,804	\$ 119,494	\$ 127,000	\$ 129,000	
4	\$ 118,562	\$ 124,490	\$ 128,225	\$ 130,148	\$ 133,402
4+	\$ 123,321	\$ 129,487	\$ 133,372	\$ 135,372	\$ 138,756
4++/5	\$ 128,081	\$ 134,485	\$ 138,520	\$ 140,597	\$ 144,112
5+	\$ 132,841	\$ 139,483	\$ 143,667	\$ 145,823	\$ 149,468
5++	\$ 137,602	\$ 144,482	\$ 148,816	\$ 151,049	\$ 154,825
5+++	\$ 142,362	\$ 149,480	\$ 153,964	\$ 156,274	\$ 160,181
SCHOOL NETWORK LEADER					
School Network Leader 6.1	\$ 147,175	\$ 156,093	\$ 160,776	\$ 163,187	\$ 167,267
CASUAL TEACHERS					
Casual Teacher	\$ 278	\$ 293	\$ 302	\$ 306	\$ 314
Experienced Casual teacher	\$ 304	\$ 333	\$ 343	\$ 348	\$ 357
Casual intern	\$ 178	\$ 213	\$ 219	\$ 223	\$ 228

The AEU is currently seeking advice from ComSuper about the effect of a pay increase backdated to 1 October 2011 on CSS and PSS; this advice will be distributed when it is available.

Congratulations to you all!

The AEU has welcomed more than 580 new members so far in 2011. This is a testament to all of our efforts in publicising the benefits of Union membership to our colleagues. This Enterprise Agreement battle is over but further battles will need to be fought, and we must never be complacent. Next year, many new teachers will enter our workplaces and, if they don't know about the successes of 2011, please make sure you tell them.

As individuals we rely solely on the goodwill of our employer. As a collective we can forge positive change. The AEU – stronger together!

PENNY GILMOUR
BRANCH SECRETARY