



e-bulletin

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ETD Teaching Staff Enterprise Agreement negotiations The latest ETD offer – October 2011 A Preliminary AEU analysis

This e-Bulletin outlines the AEU's initial analysis of the ETD salary and conditions offer of 26 October 2011.

Salaries:

- Increases at all levels of 3% in each of the second and third years of the Agreement.
- A nine-step salary scale for classroom teachers (rather than the current 8-step scale), which includes access to accelerated progression.
- In the first year:
 - Classroom Teacher (CT) Step 1.1 increases from \$55,327 to \$56,350 (\$479 behind NSW current rates)
 - CT Step 1.2 increases from \$58,094 to \$59,350 (\$402 behind NSW current rates)
 - CT Step 1.3 increases from \$60,859 to \$62,350 (\$334 behind NSW current rates)
 - CT Step 2.1 increases from \$63,636 to \$65,350 (\$264 behind NSW current rates)
 - CT Step 2.2 increases from \$67,082 to \$68,350 (\$190 behind NSW current rates)
 - CT Step 2.3 increases from \$70,541 to \$71,350 (\$119 behind NSW current rates)
 - CT Step 2.4 increases from \$74,001 to \$74,350 (\$44 behind NSW current rates). Incremental progression to Step 3.1 (\$79,350) on 27 January 2012 and to CT top-of-scale (then \$86,881) on 27 January 2013.
 - There is an extra – eighth - step (3.1) to equate with NSW scale. At \$79,350 this rate is \$513 higher than the current top-of-the-scale, and \$2,023 higher than the equivalent penultimate step in NSW.
 - CT Step 3.2 (top-of-the-scale) increases to \$84,350. This is an increase of 7% or \$5,513 immediately (\$409 behind NSW current rates)
 - SLCs increase to \$97,350. This is an increase of 6.1% or \$5,582 immediately (\$193 behind NSW current rates)
 - SLBs increase to \$113,350. This is an increase of 15.6% or \$15,273 immediately (\$549 behind NSW current rates)
 - SLAs would receive an immediate increase of 5%.

There would be a restructure of principal categories over the life of the agreement to abolish categories 2, 2+/3, 3+. By July 2013, Category 4 would be the lowest category. Category 2 principals increase from the current \$104,283 to \$132,071 by 1 July 2013. Category 2+/3 principals increase from the current \$109,043 to \$132,071 by 1 July 2013. Category 3+ principals increase from the current \$113,804 to \$132,071 by 1 July 2013.

- By 1 July 2013, the minimum gap between an SLA and an SLB would be \$11,818.
- Casual teacher step 1 would achieve salary parity with NSW, moving from \$278 per day to \$293 per day.
- Casual teacher step 2 (Experienced) increases from the current \$304 per day to \$333 per day, which leaves them \$6 per day behind NSW.
- Casual interns increase from \$178 per day to \$213 per day, which is an increase of almost 20%. However, it leaves them \$80 per day behind casual interns working in Catholic systemic schools.
- Back pay until 1 October 2011.

School category:

- A loose agreement to address the issue of school category by the end of the agreement. No timelines. Further detail sought.

School “autonomy”/devolution:

- As yet, no agreement to the AEU’s position. Further detail sought.

Pastoral Care SLCs:

- Black Mountain School and The Woden School would each receive a Pastoral Care SLC.

School Counsellors/Psychologists:

- An additional \$8,000 per year for each School Counsellor/Psychologist to meet the costs of professional requirements. This would be a centrally-administered fund for individual use, rather than an allowance paid through salary.

Teaching Leader classification:

- No commitment to a standards-based rather than promotion-based system. Further detail sought.

ICT:

- No commitment to anything. Further detail sought.

Matters already agreed in principle:

- Accelerated incremental progression, with a centralised assessment process.
- School Network Leaders to be included in the EA.
- Enhanced support for first year teachers.
- Workload assessment template to apply to all new initiatives
- Conditions for Literacy and Numeracy Field Officers to be included in the EA.
- Teacher transfer arrangements.

What next?

Members are requested to meet in their Sub-Branches prior to the evening of Wednesday 2 November 2011 to discuss the offer and their reaction to it.

A Special Branch Council will be held at J Block Theatre, Reid CIT, from 6:30-9:30pm on Wednesday 2 November to discuss the offer and hear the position of Sub-Branches.

Special Branch Council will determine the AEU’s formal response to the offer, and the next steps in the campaign.

**PENNY GILMOUR
BRANCH SECRETARY**