



The latest offer for teachers and school leaders in schools

An AEU analysis

Item	Offer	AEU Commentary
Salaries	3% per year for all levels except Deputy Principal, who are offered 9.5% then 3% and 3%.	<ul style="list-style-type: none"> • Estimates for CPI in the ACT range from 3.5% to more than 4%. This means all levels other than Deputy Principal will receive a cut in real wages. • Step 1.8 (top of the scale – where more than half of Classroom Teachers are) would be \$3,557 behind NSW (where a further increase is scheduled from 1 January 2012). With this offer, the ACT's classroom teachers would remain the lowest paid in the country, with other jurisdictions soon to jump further ahead. • SLCs would be \$3,022 behind NSW. • SLBs increase by 9.5% in the first year but are still \$6,477 behind NSW. • Principals receive a pay increase of 3% per annum. • Casual relief teachers receive a 3% annual increase, leaving them 8.6% (or \$26.38 per day) behind NSW. • 3% per annum in the out years of the offer is 4% less than requested in the AEU claim and less than the anticipated CPI. • Better than salary parity with NSW achieved at current steps 1.1, 1.2, 1.3, 1.5, 1.6 and 1.7. • Step 1.4 is \$79 per annum down on NSW.

Duration	3 years	Takes us out of step with Whole of Government bargaining cycle (of 2 years) which is a positive step.
Teaching Leader classification	<ul style="list-style-type: none"> • One classification, not two. • Successful applicants would take on a range of classroom focused duties to earn \$94,521 initially, increasing to \$100,278 by the end of the agreement. 	<ul style="list-style-type: none"> • Meeting the agreed standards is no guarantee of reaching the Teaching Leader classification. Therefore, it represents a bastardisation of the professional standards based approach to rewarding teacher excellence. • Through a selection process, an officer must win an identified position, for which there will be 5 year tenure. • Budgeted to fund 50 positions in 2012, increasing to a total of 96 positions by the end of the agreement. This equates to just over 7% of the 1343 teachers currently at the top of the Classroom Teacher scale.
Accelerated progression	<ul style="list-style-type: none"> • Successful applicants will move more quickly up the Classroom Teacher salary scale. It would be possible to reach the top of the scale after four years instead of seven. • Rationale and process agreed in principle by AEU Branch Council in 2010. 	<ul style="list-style-type: none"> • Costing based on 50 successful applicants out of the 1200 that are not currently at the top of the scale. • No cap is proposed. The employer would need to find extra money if the estimate of 50 is far too conservative, as we believe it is. • A lower priority than all teachers receiving a reasonable salary increase.
Enhanced support for first year teachers	<ul style="list-style-type: none"> • Reduced face-to-face teaching hours for first year teachers: 21.5 to 20 in primary, 19 to 18 in secondary. 	<ul style="list-style-type: none"> • The reduction is welcome, as is the recently added flexibility as to how the time allowance is used. • This is one quarter of the allowance provided to first year teachers until 1995, which was appropriate. • The AEU continues to pursue a model that is fully resourced to support the noble goal of increased mentoring support for New Educators.
New arrangements for principals	<ul style="list-style-type: none"> • People appointed to new principal vacancies will be paid a once off bonus of \$5,000. • Tenure in new vacancy is 5 years. If not renewed, the officer drops to lowest level of principal 	<ul style="list-style-type: none"> • The \$5,000 "bonus" does not form part of ongoing salary. • No details have been provided about the new performance process. • Further reductions in permanent entitlements are likely to be sought by the government over time. • The proposal is divisive (principals/principals,

	<p>salary.</p> <ul style="list-style-type: none"> • New appointees will undertake a comprehensive performance development and review process. 	principals/other classifications).
Executive Principals	<ul style="list-style-type: none"> • Extra position or upgrade based on need or special project, as determined by Director-General. • Salary determined by Director-General. 	<ul style="list-style-type: none"> • Determination of salary by D-G undermines transparency and equity.
School autonomy	<p>New provisions to facilitate school autonomy reforms relating to minimum leadership structure, school-based selection committees and teacher transfer.</p>	<ul style="list-style-type: none"> • Broadly speaking, the AEU has serious concerns about what increased school autonomy (beyond that already afforded to schools under School Based Management) has meant interstate and overseas. • The AEU has sought guarantees from the employer that such devolution of responsibility will not negatively affect staff or students, or lead to a decrease in funding to individual schools, or erode the benefits of system. The AEU believes that the onus is on the proponents of change to present evidence offering such guarantees, before the union agrees to any form of educational experimentation. • The AEU will continue to assert that appointments must be made to the system and not to a school; that schools should not be permitted to “poach” teachers from another school mid-way through a school term; and that an end to the current minimum executive structure would not mean an increased supervisory load for SLCs. • The AEU has also requested DET to clarify what level of autonomy is currently available to schools and principals in order to minimise confusion. • The AEU has concerns about a principal making the decision about how long a teacher remains in a school under proposed teacher transfer arrangements.

Unfinished business

The AEU's position is that significant parts of our claim have not been adequately addressed. These include claims for:

- parity with NSW salaries for all teachers (including Deputy Principals, SLCs and Classroom Teachers at the top of the scale) from 1 July 2011
- no quotas on any Accomplished or Teaching Leader classifications
- a reduction in face-to-face teaching hours for all but first year teachers
- a template to assess the desirability of implementing each new proposal or compliance measure
- the ongoing payment of TQI registration fees for teachers employed in 2010 or earlier
- the creation of a School Leader C position in every school to manage ICT functions within a school
- an increased teacher intern salary rate, which remains approximately \$100 per day higher in Catholic systemic schools
- acceptable levels of salary, training and recognition for school counsellors/psychologists