



Duration of the agreement

- A four-year agreement.

Salaries

- A salary increase of 5% p.a. over the life of the agreement.

Superannuation

- An increase to superannuation of 1% p.a. for those currently receiving the minimum 11.5% compulsory contribution.

Salary Structure

- Reduce existing eight-step salary structure to six by eliminating steps one and three.
- Teachers who achieve “proficient” TQI status to receive an immediate increase in salary to Experienced Teacher 1.
- Rename “Experienced Teacher 1” classification band to “Proficient Teacher”.

Creating a career path for expert teachers

- Introduce a “[Master Teacher](#)” classification remunerated at Principal Band L1.
- Introduce a “[Learning Specialist](#)” classification to be remunerated at SLC level.

Supporting School Leaders

- The Directorate, in consultation with the AEU, will develop and implement a career progression pathway for SLCs and SLBs within 12 months from the commencement of the agreement.
- Newly-appointed or promoted School Leaders (including those commencing higher duties positions of 6 months or longer) will be supported with mentoring and training relevant to the capabilities of their role, with training to be scheduled during paid time.
- Introduce [SLA and SLB sabbatical entitlements](#).
- Introduce executive assistants for Principals.

Supporting New Educators

- New Educators limited to 80% face-to-face teaching load while they remain at the “New Educator” classification.
- New Educators to have an identified mentor. Each mentor will be provided with an allowance, time and training to mentor the New Educator.



Supporting our Relief Teachers

- Establish a centralised funded pool of relief staff to cover unplanned absences.
- Relief staff to be allocated on request by a school.
- The central pool will be subject to the same security of employment requirements as the rest of the service, including conversion to permanency.
- Weekly unplanned leave relief pool utilisation report to be provided to all School Leaders and the AEU.
- Two professional learning system days at the start of the year for relief teachers to attend and receive TQI accredited PL on paid time.

Recognising additional work

- Teachers to be compensated for all hours worked over 36.75 per week (averaged over a four-week cycle) with any additional hours accrued as time off in lieu (TOIL).
- TOIL to be made available as soon as practicable within reasonable business grounds following the additional hours worked, but no later than four weeks from accrual, at which time any unrealised TOIL will be paid out at the relevant classification level.
- Access to TOIL will not be unreasonably denied.

Introduce formal recognition of “release time”

- Minimum rostered time allocation for teachers to use under their own direction on paid time of 5 hours per week.

Face-to-face teaching hours

- Reduce primary school face-to-face teaching hours to 19 hours per week, in-line with high schools and colleges.

Excursion allowance

- Teaching staff required to attend excursions of less than one day will receive an allowance of \$50.
- Where teaching staff are required to attend overnight excursions they will receive an allowance of \$150 per night.
 - * Excursion allowances do not reduce the employer’s obligations to cover all excursion costs, including transport, meals, accommodation, venue admission etc.



Recognising teachers in specialist settings

- Permanently double the special education allowance from its current rate of \$2983 to \$5966.
- Specialist staff will receive priority in the classroom teacher transfer round after 12 months in a specialist role.
- Specialist teachers will be provided with assistance to transition out of specialist teacher roles where requested, including through additional training and modified duties where this is considered reasonable in the circumstances.

Attracting new teachers to the profession

- Introduce temporary contract employment for permit to teach staff.
- Pay practicum students a nominal wage for conducting their internship.

Looking after our staff

- Extend the paid entitlement to bonding leave to 4 weeks (extended by up to 2 weeks personal leave to a total of 6 weeks).
- Extend paid birth leave of 12 weeks to all employees (other than casual employees) consistent with the confinement period.
- Include consideration of caring responsibilities as a factor in determining classroom teacher placements, including:
 - a. Teaching couples to be given priority for placement in same network;
 - b. Teaching parents to be given priority for placement in same network as their child's school;
 - c. Travel time from home to work included in considerations for, for example, teachers who are unable to drive due to a long-term illness or disability.
- Make clear provision for reasonable breaks.

Getting our students the resources they need

- Staff will be supported with an appropriate space in which to do their work, [including](#):
 - a. Staff accommodations (staffrooms) minimums.
 - b. Appropriate classroom accommodations.
 - c. Adequate ICT resourcing, including devices adequate to meet the needs of a modern teaching workforce.
- Infrastructure
 - a. The Education Directorate commits to keeping school facilities in a safe condition, presentable and in good, working order.



Agreed temperature settings: 18 – 28 degrees

- The Directorate will maintain a healthy and safe workplace, including temperature-controlled environments. The Directorate will monitor school environments to ensure a temperature range of between 18 and 28 degrees is maintained.
- Where temperatures fall outside these limits the Directorate will initiate a rapid response by investigating and reporting on the cause of the variation and the remedial steps required to restore temperatures to within the identified limits.

Implementing Teacher Shortage Taskforce recommendations

- The Directorate and the AEU will consult in relation to the implementation of the Teacher Shortage Taskforce recommendations.

Transfer round

- Within 12 months of the new agreement, the Directorate, in consultation with the AEU, will review recruitment and selection guidelines.

Inductions

- Add to the existing enterprise agreement provisions a MOU obligation to apply for the life of the agreement.

Technical matters

- Reform the misconduct processes to recognise the teacher regulatory framework, including by:
 - a. Embedding the Teachers Code of Conduct in the misconduct process by requiring that all findings of misconduct refer to the Code.
 - b. Providing broadened appeal rights for reportable conduct findings:
 - i. Make reportable conduct findings appealable to an independent person from a list agreed between union and employer;
 - ii. Include appeal rights for casual employees where findings of reportable conduct are proposed;
 - iii. A Reportable Conduct investigation will not, unless there are extenuating circumstances, take longer than 4 months before proposed findings are provided to the accused person;
 - iv. Failure to finalise within timeframe will require the employer to maintain payments to the worker at pre-investigation rate of pay (if they are not continuing to work) until the matter is finalised.
- Amend the Teachers Code of Conduct to establish that seeking to prevent the reporting of a work safety incident will be considered misconduct.