



NSW/ACT Independent Education Union

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SALARIES SETTLEMENT

Dear Rep and Members

Thanks to those Reps who faxed back votes on the salaries and conditions settlement. It has been overwhelmingly endorsed.

Agreement was not reached until the afternoon of Wednesday 4 February. The Union forwarded the agreed joint statement with employers to schools immediately it was finalised.

Unfortunately, circumstances did not allow for earlier dissemination of the settlement.

A number of questions have been asked by Reps and members.

The details of the Terms of Agreement are attached and will be reprinted in *Newsmonth* which will arrive at members' home addresses next week.

Union Organisers are also available to visit your school to answer further questions. Please also note:

1. In relation to sick leave, there is no change to our current award conditions. There are no 'trade offs' or cost offsets.
2. In relation to face to face relief in primary schools, the phase in occurs over 2010 and is fully implemented from the beginning of the 2011 school year (see attachment for the process). The Union will circulate to primary schools further details including the current departmental guidelines. Please note these confirm the relief is teacher directed.
3. Regarding the "Working Party", full details are still to be confirmed. The Union welcomes the involvement of the Catholic Education Commission in this process.
4. Regarding salaries, the increase is 12% (or 12.48% compounded).

Further clarification of the attached Terms of Agreement, including matters concerning practical classes, will be forwarded to schools in due course.

Yours sincerely

A handwritten signature in black ink, appearing to read 'D Shearman'.

DICK SHEARMAN
General Secretary

Terms of Agreement

Release from face to face teaching

(non-award)

The employers are committed to phasing in a total of 2 hours release from face to face teaching (ie. an additional 30 minutes) per week as follows:

- By the end of 2009 all Dioceses will ensure existing RFF of 90 minutes is taken each week or by other agreed means
- From the start of the 2010 school year, an additional 30 minutes per fortnight
- From the start of the 2011 school year, a total of 2 hours release per week.

All Dioceses will ensure that release from face to face teaching will be generally consistent with the current DET guidelines for the use of release time (refer DET circular dated 7-5-86).

This entitlement will be specified in work practice agreements.

School/professional development

(non award)

All Dioceses will have a minimum of 5 days school/professional development and the school year is not to exceed the DET practice.

In effect, this will mean that two school/professional development days will be available on the last two days of term 4 each year. With the agreement of the relevant Director, a school may schedule these development days at other times when students are not in attendance. If this occurs, the school will be closed to students and teachers on the last two days of term 4.

Secondary class sizes – practical subjects

(non award)

With effect from 2010, class sizes in practical subjects will not generally exceed 24. Where this cannot be achieved the relevant Principal and teacher will agree to discuss the arrangements in an effort to not exceed the class size of 24 or, if necessary, to provide other support. In the event of a dispute between a teacher and a school in relation to this matter, the parties shall follow the disputes procedure in this award.

Part-time teachers – days of attendance

(award)

Part-time teachers shall be required to attend school on the number of days per week which is generally consistent with their scheduled teaching load, provided that the Principal has sufficient flexibility to ensure the needs of pupils are met. In the event of a dispute between a teacher and a school in relation to this clause, the parties shall follow the disputes procedure in this award.

Accomplished teachers

(award)

- (i) The establishment of the classification of Professionally Accomplished Teacher shall be the subject of further discussion between the parties and will be conditional upon the availability of Commonwealth funds.
- (ii) If process and circumstances specified in (i) have occurred but there is no agreement reached on the rate of pay and other matters related to this classification, leave is reserved for either party to apply to the Industrial Relations Commission in relation to this matter.

Superannuation for employees aged 70 to 74

(award)

Employers will vary the superannuation clauses in the awards to entitle teachers aged 70 to 74 years to employer superannuation contributions where the teacher works 40 or more hours in a 30 day period.

Income maintenance for higher income employees on workers compensation

(award)

During the first 26 weeks absence teachers may use all available paid sick or LSL balances to top up workers compensation pay to the level of their usual fortnightly salary.

Release for new scheme teachers and mentors

(non award)

Support will be provided to new scheme teachers, mentors and supervisors in line with current Diocesan standards and will be specified in work practice agreements.

Workload, pedagogical resources, impact statement, agreed guidelines for student assessment and reporting

(non award)

Parties agree to establish a joint working party, chaired by the Catholic Education Commission and comprising appropriate representatives of the IEU and Dioceses. The joint working party will consider and make recommendations in relation to the collaboration and sharing of information and resources within Dioceses, with the intention of more efficiently and effectively allocating resources and managing teacher workloads.

Class sizes

(non award)

Each Diocese will continue to consult with the IEU in regard to class sizes and the level of support required for both teachers and students with a particular focus on K-2 class sizes.

Travel allowance

(award)

The travel allowance will be the subject of further discussions between CCER and the IEU.