



News^eextra

NSW/ACT Independent Education Union

Website: www.ieu.asn.au

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Salaries and conditions claim for teachers

The IEU Council met on 23 August to endorse a wages and conditions claim on behalf of teachers in Catholic schools across NSW.

The claim is for the period from the beginning of 2009, following the expiry of the current award at the end of December this year.

The claim includes:

1. Pay rise of 5% per annum (compounding to 16% over three years), together with additional superannuation
2. Practical measures to support teachers in meeting increased workload, including the introduction of Education Impact Statements
3. Guaranteed release for New Scheme teachers and their mentors of 20 days per annum
4. Greater protection for part-time teachers
5. Improved conditions in primary schools to match conditions applying in government schools, including two hours release per week from face to face teaching and reduction of early primary class sizes
6. Review of maximum class sizes in secondary schools in practical subjects and review of the workload of VET teachers, and
7. \$10,000 allowance to be paid to those teachers accredited as Professionally Accomplished Teachers.



Support staff wages and conditions

The IEU has made a claim on behalf of support staff and maintenance and outdoor staff whose award expired at the end of June this year. This claim includes:

1. 5% pay rise per annum (compounding to 16%) and additional superannuation
2. Improved permanency for teacher's aides
3. Improved long service leave after 10 years and removal of the cap on accrual of sick leave of 154 days
4. Review of staffing levels in regional dioceses including the appointment of senior clerical staff to all schools, and
5. Review of specialist roles such as IT and Finance.

Wages have been increased by an interim payment of 2.5% from 1 July. This is an interim "no strings attached" settlement – it still falls short of our claim.

Cont. P2

Cont. P4

Meetings for all teachers and support staff will be held in Term 4 to vote on and express support for the IEU claims. See motion on P4.

The Context

The IEU is committed to significant wage increases for the teaching profession in NSW.

The current IEU claim is in the context of wage negotiations for teachers around Australia and of current public sector wage negotiations in NSW.

A policy by the NSW Government to limit public sector pay increases to 2.5% per annum has complicated a wages settlement for government school teachers.

This policy may also impact on the settlement for teachers in Catholic schools, potentially causing delays.

It is therefore crucial that our employers see the commitment of IEU members to achieving a fair and timely outcome, consistent with the professional status of teachers.

Primary schools – it's about time

An important component of our claim is improved release from face to face teaching for primary teachers and reduced class sizes in K-2.

At present, many Catholic primary schools lag behind government schools in terms of the teaching and learning environment.

Whereas in government schools, "twenty is plenty" is the norm in Kindergarten, we still have Kindergarten classes of 30 students. Dioceses have only reluctantly agreed to reduce class sizes in response to union demands, and often sought to use teacher aide support to maintain large classes, rather than introduce a new standard of smaller classes.

Similarly, the standard of ninety minutes release won by the Union in the early 1990s needs to improve in the context of rapid educational change and ever-increasing expectations on teachers to match the two hours of release provided each week to government primary teachers.

The Union wants Catholic employers to commit to a phase-in of these conditions, for example by immediately improving the large class support allowance.



The teachers' claim in full

Salaries

The Union claims a 5% increase per annum (compounding to a total of 16% over three years) together with an extra 1% per annum superannuation, increasing to 12%, over a three year agreement.

Conditions

1. Workload

The IEU seeks a review of increased workload of teachers and practical measures which can be implemented by Catholic schools to assist teachers in meeting this workload, as outlined in the IEU Managing Workload Discussion Paper.

These practical measures include:

- an additional teaching and learning support allocation to be negotiated between principal and staff. This would be one day per term for each teacher to be used for professional development, in-service to fulfil professional obligations in general, as determined by the teacher in collaboration with the principal.
- establishment of on-line pedagogical resources;
- agreed guidelines for student assessment, record keeping and reporting
- agreed guidelines for workload arising from NSW Institute of Teachers' accreditation requirements with release as set out below, and
- commitment to use of Educational Impact Statements, to identify teacher workload and resource needs resulting from significant change in curriculum and/or pedagogy.

2. Release for new scheme teachers and mentors

The IEU seeks the introduction in 2009 of minimum release for new scheme teachers and their mentors.

This guaranteed minimum would be half a day per fortnight (0.05 FTE of a teacher over the year or 20 days) to be used for both the teacher and the mentor in the first year – with 10 days of support in the second year if required.

"The IEU seeks a review of increased workload of teachers and practical measures which can be implemented by Catholic schools to assist teachers in meeting this workload."

3. Attendance at work for part-time teachers

Teachers who work part-time should not be required to attend work for a number of days not reasonably commensurate with their part-time load. This would mean that a part-time teacher employed as 0.8 FTE may be assigned classes on 4-5 days per week; a part-time teacher employed as 0.6 or 0.7 FTE may be assigned classes on 3-4 days per week; a part-time teacher employed as 0.4 or 0.5 FTE may be assigned classes on 2-3 days per week; and a part-time teacher employed as 0.2 or 0.3 FTE may be assigned classes on 1-2 days per week.

4. Primary schools

The Union seeks improvements in conditions in primary schools to a level comparable to those applying in government schools. In particular, the Union seeks as an objective:

- the provision of two hours per week (24 minutes per day) of relief from face to face teaching, and
- class sizes in early primary should be reduced to a size comparable with those in government schools.

If this objective is not achieved for 2009, employers must commit to a realistic timetable of betterment to reach these standards. These standards include:

- full funding of release time of 90 minutes each week, with phased improvement to 120 minutes by 2011, and
- significantly improved support for large class sizes K-2 with release time or equivalent teacher aide support.

5. Secondary schools

The Union seeks a review of maximum class sizes for practical subjects in secondary schools. The Union also seeks discussion concerning the workload of teachers of VET subjects regarding a requirement for external accreditation and work outside the normal school timetable, including industry visits.



6. Award changes

The Union seeks inclusion in the awards of the following changes:

- an award entitlement to superannuation for over 70 year old employees in line with conditions of other employees
- an increase in the step 7 casual ceiling for Three Year Trained teachers to Step 8
- an increase in salary of \$10,000 for teachers accredited as accomplished teachers with any application fees for accreditation to be paid by the employer
- salaries of Assistant Principals to be adjusted within movements in enrolment bands in line with the approach taken for principal salaries
- examination leave to be available to complete major assignments in courses relevant to teaching; up to five days per annum (in line with the DET entitlement)
- tighter requirements mandating that Coordinator positions must be filled following advertisement, except in exceptional circumstances
- increases in motor vehicle allowance reflecting increases in the price of petrol
- an additional allowance to a teacher who attains a post graduate qualification (such as M.Ed or PhD), to apply in addition to the Step 13 salary, equivalent to an increment
- review of child protection procedures to provide greater protection to employees
- review of requirement as to when medical certificates are required for sick leave, and
- make up of salary for higher income employees on workers compensation who may not have a legal right to maintenance of salary.

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Support staff wages and conditions

Cont. from P1

Catholic employers have so far refused to withdraw a number of their proposals to diminish or remove existing entitlements, including:

- the reduction of minimum start provisions for certain casual employees;
- restriction in the payment of medication allowance to only those employees with ongoing responsibilities; and
- variations to cap the payment of travelling expenses.

They have also refused to negotiate any of the IEU's claims for improvements in conditions until the public sector wages outcome is known. This is notwithstanding the fact that the cost impact of the IEU conditions claims is tiny in the overall context of the wages budgets of Catholic dioceses.

THE MOTION

The Union is calling for Chapter meetings in each Catholic school to vote on the following motion by the end of this term:

This Chapter of the IEU members employed at _____
(insert school name and suburb)
expresses its strong support for the IEU claims on behalf of teachers and support staff and maintenance and outdoor staff.

If these claims have not been resolved satisfactorily by the commencement of Term 4, this Chapter commits to reconvene to consider any proposals from the Union Executive for industrial action.

The Union Rep in your school will fax the outcome of this vote back to the IEU office.