

TASMANIA CATHOLIC EDUCATION ENTERPRISE AGREEMENT IEU REVISED LOG OF CLAIMS – 15 May 2023

CLASSIFICATION, SALARIES and ALLOWANCES

1 Nationally competitive salary increases:

1.1 Parity of increases with Tas Government Sector

- Our claim for parity will include the cost of living/retention payments received in Gov sector.
- Teacher Agreement passes on following to teachers etc:
 - o 3.5% per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 March 2023 3.0% per annum with effect from the ffppcooa 1 March 2024 3.0% per annum with effect from the ffppcooa 1 March 2025
 - o In addition to the salary increases, employees covered by the Teachers Agreement receive a Cost of Living/Retention Payment of \$1000 flat rate increase to their base salary, with effect from the ffppcooa 1 March 2023
 - o In addition to this, employees covered by this agreement at Education Support Specialist Level 4 and below and Teacher Band 1 Level 4 and below, receive a \$500 flat rate increase to their base salary, with effect from the ffppcooa 1 March 2023. Further employees covered by this agreement at Education Support Specialist Level 4 and below and Teacher Band 1 Level 4 and below, receive a One-off Lower Income Payment each year of the Agreement of: \$1,000 (pro rata) payable from the ffppcooa the date of registration of this Agreement (note this is an addition to the \$500 flat rate increase to the base). \$500 (pro rata) payable from the ffppcooa 1 March 2024 \$500 (pro rata) payable from the ffppcooa 1 March 2025

1.1A Ensure new teachers can progress on the salary scale up to Level 12 without requiring full teacher registration (currently capped at Level 9 and 10 – see current clause 79.8) – amended in line with Teachers Agreement 2023.

1.2 Four YT teachers commence at Level 5

1.3 Restore relativities to top of teacher scale for Deputy Principals and Education Officers (approx. \$1500)

1.4 Improved pay structure for VET teachers - A review of VET-specialist workloads and provide paid time for VET teachers to undertake industry experience, placement or update qualifications to maintain industry currency.

1.6 Salary for Relief Teachers calculated on 195 days (see clauses 73.1 and 78.3.1 which specify max. days of attendance of 195 days over forty weeks, whereas for a Relief teacher, the rate of pay is calculated on against 200 days – cl 14.4.2(f)).

2 Review of School Support Employees Structure: for eg.

- the Education Support Specialist in Government schools, against the Teacher Assistant structure.
- wage comparability between Government and Catholic education.
- Review classification structure for Teacher Assistants and compare to ESS in government schools

3 Review of leave arrangement for SSE working term time, note cl 57.1.2

- ### 4
- a) Increase Allowances (including significantly improved First Aid allowance meal, tool, librarian in charge, personal care, PLL, PoL)
 - b) Provide an allowance for all staff in the flexible learning settings/remote and hard to staff locations

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- 5 Incentives to obtain masters qualifications

LEAVE

- 6 Review of Long Service Leave eg access to single days, access after 7 years, payment to be calculated more fairly.
- 7 Five days' union training leave for reps
- 8 18 weeks of paid parental leave. 4 weeks' paid partner leave.
- Government has achieved this and includes paid and unpaid Grandparent Leave as part of PPL as a New Entitlement
- Foster Leave up to 10 days paid leave as a New Entitlement
- 9 2 days' Flexible Paid Leave per annum
- 10 Special leave only to be refused on reasonable grounds related to the needs of the business (cl 42)
- 11 Increase personal leave to 15 days
- 12 17.5% annual leave loading for all employees
- 13 Improved family violence leave, 20 days per year
- Noting our previous claim has since become the minimum under the NES and the Government sector has approved 20 days of FV leave.
- 14 Paid Reproductive Health and Wellbeing Leave for all members to recognise events and life stages that are not illnesses but that require time off work to manage conditions associated with reproductive health.
- Such as for appointments related to reproductive health, eg gynaecologist appointments, procedures or appointments to assist with conception, etc
- 15 Paid leave provision and support for First Nations cultural activities
- 5 days paid leave per year for Aboriginal or Torres Strait Islanders for cultural activities as a New Entitlement.
- Amended definition of immediate family to include Aboriginal Kinship Relations. We do not have a claim to this effect, but if we agree on the paid leave, we would need to make an incidental amendment to the definition of 'immediate family'

EMPLOYMENT / INCOME SECURITY

- 16 - Change date for calculating average FTE for TA's (clause 59.3) to 1 July
- Look at general review of clause 76 re core element for teachers, specifying requirements of when flexible elements can be used by schools
- 17 Change overtime arrangements to facilitate part-time support staff working additional hours (cl 60.5)
- 18 Specify redundancy payments in the Agreement.
- 19 Consultation where major change is being considered.

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WORKLOADS

- 20 Better provision to ensure that teachers have sufficient preparation time: NCCD, admin, reporting, preparation, marking, yard & bus duties, co-curricular etc. – note clause 74.2
- Government Agreement: From 2024 three days (currently two) to be provided for planning and school year preparation at the beginning of the school year before students commence. Under this arrangement teachers would commence as normal on Monday of week one, students would commence on Thursday and there would be no student free day at the end of Term one.
 - o Minimum fortnightly hours quarantined (from staff meetings, collaboration meetings and supervisory duties) inside normal school hours for all sectors.
- 21 Specify maximum class sizes (note clause 75)
- 22 More release time for teachers with classes with significant cohort of special-need students and students with ILPs (note clause 75)
- 23 Ensure adequate time for planning and preparation, including provision for Communicating with Families and the design, implementation, and assessment of Learning Plans
- Government Agreement: Professional Activity Days being reduced from 5 to 4 per year [with clarity to be provided outside of the agreement that this includes a reduction to 28 hours (equivalent of 4 days) with two days afforded for communication with families/reporting and a maximum of two days for after school meetings, activities and events]
- 24 Instructional load to include Relief Classes/Supervision and non-teaching face-to-face duties
- 25 Scheduled Class time of 21 hours per week for primary teachers, with 2.5 hours per week for planning and preparation within the 36-hour week.
- 26 Additional time release for teachers in their first and second year of teaching, and teachers progressing from provisional to full registration (initially claimed one hour additional release)
- Government Agreement: First and second year early career teachers will have their instructional load amended to the following:
 - o First year of teaching – 90% of equivalent teaching time. (pro rata)
 - o Second year of teaching – 95% of equivalent teaching time (pro rata) to ensure BeTTR time is fully accessed by all first and second year teachers. *This includes if you are in your first and second year of employment since graduation, including employees on LATs. This excludes employees employed under the Teach for Australia program, which already includes a package of support. • First year teachers will have access to 4 paid days prior to Term 1 to attend a specialised professional development induction program.
- 27 Implement the Service Factor model for staffing Labs
- 28 Regular preparation time for TAs
- 29 Extend non-attendance requirement to the start of the day
- An extension of clause 74.5 that would establish no set start time prior to scheduled duties commencing.
 - Government Agreement: Maximum number of hours per year for attendance at staff meetings at the conclusion of the school day . A maximum of 100 hours per annum for Band 1 (base grade teachers) employees (pro rata).
- 30 Extend assurance against unreasonable/excessive workloads to support staff (cl 74.4)

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- 31 Implement a quality mentoring program that includes paid time-release for teachers to support early career teachers

SYSTEM IMPROVEMENTS

- 32 Superannuation contributions during workers compensation and unpaid leave (up to 1 year) (see clause 23)
- 33 Clarify rules on part-timers' requirements to attend outside their normal hours (all staff)
- 34 Simplify pro-rata annual leave for teachers
- 35 Clarify the inconsistency: 42.3 and 42.4: Please NB - previously agreed that delete: 42.3
Accrued personal leave at the time of taking leave shall not be affected by any period of unpaid leave but personal leave credits shall not accrue during any period of unpaid leave.
- 36 Communicable diseases – delete clause 48.2
- 37 Flexible work arrangements for Education Officers. Counting of travel time.
- 38 Additional classifications to ensure proper coverage for the St Francis Flexible Learning Centre
- 39 Support Staff lunch breaks to be at least 30 mins paid
- 40 Address the rising instances of teachers being required to work above their maximum instructional load due to difficulties accessing relief and related systemic issues, including by developing a central relief pool system and fairly compensating for the additional responsibilities of relief co-ordination in schools.