

TEACHERS AND EDUCATORS BARGAINING INFORMATION SHEET 11

IMPROVEMENTS ON THE OFFER

As advised in [NTPS Teacher and Educator Bulletin 7 of 2014](#), the Commissioner has proposed a some improvements to his 14 April 2014 offer in an attempt to finalise a new teacher and educator enterprise agreement.

The improvements are as follows:

1. School Resourcing

Separate from the enterprise agreement there would be a memorandum of understanding between the Department of Education and the AEU-NT for additional funding of approximately \$17M over the 2015–2017 school years to provide support to middle and senior schools as part of their global funding allocations, to commence in 2015. The AEU-NT will be advised of the funding allocation to schools once this has been finalised.

The additional funding pool of \$17M will also be used to provide a range of schools including small, stand-alone middle schools to support their program delivery. The funding will allow schools to make decisions about the range of subjects they offer and the mix of staffing required to meet the curriculum program needs of their student cohorts.

Decisions about how this additional funding is utilised will be made by school principals and school leadership teams in collaboration with their school councils. For example, the funding could be used to purchase additional curriculum support materials or to put in place additional teaching and support staff.

There will be no change to the teacher-student staffing ratios or to the application of the enrolment and attendance measure implemented from 2014. Under the global school budgeting model to be implemented in 2015, principals will have the flexibility to determine the best mix of staffing and subject offerings to meet the needs of their students.

2. Flexible Pupil-free Days

Although the offer in relation to the two flexible pupil-free days remains, any local decision to use them during stand down would be subject to the agreement of the relevant sub-branch of the AEU-NT.

3. Teacher Responsibility Guide

The enterprise agreement would provide that the Teacher Responsibility Guide would only be changed by agreement of the parties during the life of the agreement.

4. Class Sizes

Sub-clause 43.6 of the enterprise agreement would be amended to clarify that the principal was responsible for determining class sizes and that these decisions would be based on a number of considerations such as the experience and qualifications of the teacher; the age and maturity of the students; whether there are students with special needs or disabilities; or the level of support available to the students. Detail about these matters would be included in the Teacher Responsibility Guide.

5. A summary of all other elements of the offer

All the other elements of the revised offer of 14 April 2014 remain, including:

- Nominal expiry date of 31 August 2017, resulting in an 3 year, 4 month agreement (instead of 4 years initially proposed).
- Four increases payable over this period, as follows:
 - Initial salary increase of 3% to apply from 24 April 2014;
 - Second salary increase of 3% to apply from the first full pay period following 31 August 2014 (rather than having to wait a full 12 month period between the first and second increase, which would ordinarily be the case);
 - Subsequent increases to apply from the first full pay period following 31 August 2015 and 2016.
- Agreement to review Prison Educator and Senior Prison Educator issues.
- The Superannuation Guarantee increases in addition to the 3% per annum pay increase (not offset against the pay increase).
- An improvement to the Assistant Teacher career path by inclusion of an additional incremental point, conditional on the employee attaining an Advanced Diploma in Education.
- Continuation of remote and regional initiatives.
- Removal of access to personal leave for an employee on unpaid parental leave which does not count as service, which is inconsistent with the treatment of other leave which does not count as service.
- Re-writing the redeployment and redundancy entitlement provisions into plain language and placing the redeployment and redundancy procedures in an Employment Instruction under the PSEM Act.
- Updating the Highly Accomplished and Lead Teacher (HALT) clause to reflect the current program and allowance.
- Replacing the extended leave scheme with an advanced notice of leave without pay scheme that ensures a similar entitlement (those already on the scheme to continue).

Furthermore, together with this offer the CEO of Department of Education has undertaken to:

- Address concerns regarding school resourcing through additional funding for schools through a memorandum of understanding.
- Use of a regular consultative committee.
- Agreement to review non-contact time for primary school teachers.
- Agreement to consult with the AEU about housing priorities for teachers including maintenance and other matters of concern.
- Discussions for more effective management of relief teachers in remote areas.