

SUMMARY: AEU Victoria Log of Claims 2015

Funding – clause 8

- Clause which seeks to make it a requirement that the agreement is funded at the actual cost of provision at each location. Until a 2015 Federal Court decision it had been considered unlawful to include such a clause in an agreement.

Consultation – clause 12

- Agreed consultative arrangements to be reported by union rep and principal to DET and AEU.
- 2 hours time release for reps; 3 union representatives in default position.
- Time fractions and end dates of fixed term positions to be included in workforce planning definition.
- Include workload in long-term planning matters; requirement for a long term planning document to be given to staff.
- Introduce Principal and Regional staff consultation, and consultation over major system and/or workplace changes.

Classification: Principal Class – clause 15

- Performance and Development – include guidelines as a schedule to the agreement.

Classification: Teacher Class – clause 16

- Performance and Development – include guidelines as a schedule to the agreement
- Additional Leading Teacher stream: Highly Accomplished Teacher
- Teacher – single level – 9 steps

Classification: Education Support Class – clause 18

- Performance and Development – include guidelines as a schedule to the agreement
- Range review when it is established that an ES has been working outside of their range that they are back paid

Allowances – clause 20

- Special payment minimum \$1000 and removal of 21(1)(c) ‘for recognition of outstanding performance’
- Intensive Care allowance to be extended to ES in all schools

Staffing – clause 21

- Modes of employment: Improve translation to ongoing/removal of excess as reason for contract employment
- Clarification around SSP contracts and clearer process to follow when ending up to seven-year contracts
- Priority Status:
 - Reduce work by 20% to enable best opportunity for redeployment
 - Only able to name excess in Term 1 or 4
 - All reasonable efforts must be made to place employees with priority status in suitable alternative positions.

Teacher and Principal Work – clause 22

- New category of ES employee: Teaching and Learning Assistants with a claim for one TLA for every 5 EFT teachers.
- Executive Assistance for Principals, in addition to the resources (such as technical and administrative support) needed to undertake their role
- Face-to-face teaching 18 hours maximum for Primary and Secondary
- Minimum 5 hours APT for primary teacher with at least 2 hour self-directed
- Secondary teacher is entitled to time equivalent to 50% of their face-to-face teaching load for preparation and correction.
- Reduction of 10% in 1st year and 5% in second year off face-to-face and equal reduction of face to face duties for the allocated mentor
- Organisational duties clause strengthened by addition of requirement for panel based selection

Attendance – clause 24

- 3rd hour of 'other duties' be allocated to teaching staff as personal planning time.
- Meetings no longer than 1 hour adjacent to school day
- Lunch to be between 11:30am and 2pm with paid lunchbreak for ES
- Time in lieu – same for ES and teachers including camps, work outside 38 hour week etc

Class Size – clause 25

- Secondary and Primary maximums of 20 students
- Practical class sizes maximum of 18 students and clearer definition of what constitutes a practical class
 - Practical class sizes to incorporate facilities, nature of work, and amount of practical work assessment before class size determined
- Special – maximum 10 students
- SDS – maximum of 7 student
- EAL – must not exceed 12
- Combined classes – subject to consultation

Leave – clause 26

- LSL can be taken by the hour – no minimum notice but should be subject to consultation
- Consistency for ES and teacher leave clauses e.g. Leave to attend medical appointments
- New Domestic Violence Leave clause based on VTHC model clause
- Maternity leave
 - Superannuation will be paid on the 14 weeks of Paid Maternity Leave
 - Employees can take a mixture of time on full pay and time on half pay during their paid Maternity Leave
 - Right to return part time
 - Lactation breaks (clause 30)
- Partner leave increased to 10 days
- Adoption leave – 14 weeks
- Bereavement leave increase to 5 days, with Carers and Bereavement leave to include 'close friends'
- Trade Union Training Leave
- Leave to attend union state council

Provision of Work tools and Reimbursement of Expenses – clause 27

- Laptops to be provided to all employees, where essential, at no cost

Schedule 1 – Salary/Remuneration rates

- 7% each year for 3 years paid on November 1

Schedule 3 – Dimensions of Work – Education Support Class

- Clarify role of ES in educational programs eg. Sports coaches, IMTs, ES supervision of students

Other...

- Three extra pupil free days
 - Schools to have flexibility about when and how they used
- CRTs included in the agreement
- Increased payment for taking on student teachers
- Working Parties arising from issues identified:
 - Women and School Leadership
 - Workload – looking at core principal, teacher and ES work; impacts of technology, ongoing reporting, how best to support teaching and learning
 - Contract employment
 - OHS – to look at employee health and wellbeing
- Full LoC document can be found at: aeuvic.asn.au/aeu_victoria_log_of_claims_2015.pdf