



Information Update

Government offer to ACT public school teachers 25 November 2011

Following further negotiations, the Government has refined the total salary offer made on 26 October 2011 and clarified a number of other outstanding matters.

Two salary options have been presented for consideration. Both options provide salary parity with NSW in the first year and a total salary increase of 7 percent in years two and three and back payment to 1 October 2011. Proposed salary increases are attached.

The AEU Executive is recommending to its Branch Council meeting on Saturday 26 November 2011 that it give in-principle agreement to the refined offer, decide on the preferred salary option and lift all work bans by Wednesday 30 November 2011.

Assuming Branch Council endorses the refined offer, bargaining representatives will proceed to finalise drafting of the new Teachers' Enterprise Agreement. It is expected that the drafting process will be completed for a vote by all teachers in February 2012.

The Government offer is a total package for a three-year agreement. It includes pay rises and other elements as detailed in the fourth and final Government offer of 26 October 2011. Bargaining has resulted in refinements to some elements which will be incorporated into the final Government offer. The elements are summarised below.

1. Summary of refinements to the final Government offer

1.1 Teacher salaries – parity with NSW in year 1, followed by a 7% increase over years 2 and 3

Summary of salary option 1 – detail provided at Attachment A

Classification	Current salary	Salary 1 Oct 11	Salary 1 Jan 14	\$ increase (3 years)	Cumulative % increase (3 years)
Classroom teacher (top of scale)	\$78,837	\$84,350	\$90,358	\$11,521	14.61%
Executive teacher	\$91,768	\$97,350	\$104,284	\$12,516	13.64%
Deputy principal	\$98,077	\$113,350	\$121,423	\$23,346	23.80%
Principal (first category)	\$104,284	\$114,495	\$133,357	\$29,073	27.88%
Principal (top category)	\$142,362	\$149,480	\$160,127	\$17,765	12.48%
Experienced casual teachers (daily rate)	\$304	\$333	\$357	\$53	17.34%



Summary of salary option 2 – detail provided at Attachment B

Classification	Current salary	Salary 1 Oct 11	Salary 1 Apr 14	\$ increase (3 years)	Cumulative % increase (3 years)
Classroom teacher (top of scale)	\$78,837	\$84,350	\$90,388	\$11,551	14.65%
Executive teacher	\$91,768	\$97,350	\$104,319	\$12,516	13.68%
Deputy principal	\$98,077	\$113,350	\$121,464	\$23,387	23.85%
Principal (first category)	\$104,284	\$114,495	\$133,402	\$29,118	27.92%
Principal (top category)	\$142,362	\$149,480	\$160,181	\$17,819	12.52%
Experienced casual teachers (daily rate)	\$304	\$333	\$357	\$53	17.38%

2.1 New career pathway for classroom teachers

The introduction of a new classification - Executive Teacher (Professional Practice) with a salary of \$104,000 in 2013. This will be a teaching role to lead and model best practice, as well as mentoring and building capacity, around excellence in the classroom.

2.2 Upgrade of deputy principal classification

An initial 15.6 percent pay rise for deputy principals with a salary of \$121,400 by 2013 – a cumulative increase of almost 24 percent.

2.3 Principal Salaries

An increase of 5 percent for all principals from 1 October 2011, followed by a further total salary increase of 7 percent over years 2 and 3. There will be a joint Directorate/AEU review of the principal salary structure in 2012.

2.4 Accelerated incremental progression

Outstanding classroom teachers will have the opportunity to progress more quickly through the incremental pay scale.

2.5 Reduced hours for first year teachers

Reduction in face-to-face teaching hours for first year teachers (level 1.1) by up to one and a half hours to facilitate coaching and mentoring support.

2.6 Enhanced support for school counsellors

School counsellors will receive an additional \$8,000 per year to meet the costs of professional requirements.

2.7 Pastoral Care port for secondary specialist schools

Additional funding to appoint an Executive Teachers (Pastoral Care) to Black Mountain School and to The Woden School.



2.8 School autonomy reforms

Removal of the current system requirement for teachers to transfer at the end of their placement period. An annual transfer process to ensure teachers continue to be able to gain experience in a variety of educational settings.

Filling of classroom teacher vacancies during the year through open advertisement and local selection.

A revised minimum school leadership structure, maintaining positions at each leadership level and also providing flexibility in the composition of each school's leadership structure.

2.9 Duration

A three year enterprise agreement, with a nominal expiry date of 30 September 2014.