# Member vote on the Agreement in Principle 2021 (Schools)

SSTUWA
State School Teachers' Union of WA

# How to vote:

## Agreement in Principle 2021 (Schools)

SSTUWA
The State School Teachers' Union of W.A. (Inc.)

Voting is now open for the Agreement in Principle 2021 (Schools). It is important that all members register a vote.

### How to vote:

**Step 1:** Review the voter information pack and other materials outlining the Agreement in Principle. Find them at sstuwa.org.au/GA2021 (Website login required.)

**Step 2:** Register your vote. The process will only take about two minutes.

- Log into the SSTUWA website, then go to sstuwa.org.au/GA2021
- Click the red **vote now** button. The button will take you to our online voting form on Survey Monkey.
- Complete the fields and click the **submit now** button.

You will need your membership number to log into the website and to submit your vote.

**Note:** Union reps may opt to conduct a branch vote. Your union rep will advise you if this is the case.

You may vote only once – either as an individual online or have your vote recorded in a branch vote.

Voting opens: 9am Monday 30 May 2022
Voting closes: 4pm Friday 17 June 2022

Members will be informed via eNews of the outcome after the count is complete.

# Agreement in Principle 2021 (Schools) summary

SSTUWA
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## Salaries and allowances

**End of the $1,000 salary cap and a return to percentage based pay increases**

- 2.75% per annum over a two year agreement, backpaid from 6 December 2021, with a further 2.75% from 6 December 2022.
- 0.25% of this linked to adopting a personal leave clause and reserving one SDD for curriculum support for teachers.

## System support

**District high school staffing resource**

- The DoE commits to funding, via a targeted initiative for district high schools to strengthen the breadth of secondary provision, staff development and professional learning.
- Annual allocation is:
  - $60k for 1-29 students in years 7-12.
  - $100k for 30 or more students in years 7-12.

**Graduate teachers**

- Current provisions for graduate teachers re allowances and travel/ accommodation for graduate teacher modules to be included in the Agreement.
- Graduate teachers shall receive, through a targeted initiative, eight days of which shall be used to assist with the delivery of the in-class coaching component of the graduate teacher induction program. This time to be used across a semester if working full-time and over a year if working part-time.
- The use of graduate teachers for internal relief should be by agreement with the graduate teacher.

**Curriculum support**

- Funding has been provided for the development of Korean, Hindi and Tamil languages.
- Aboriginal Language teachers to be employed on a permanent basis and access all entitlements provided to four and five year trained teachers.
- One day of curriculum support mandated to come from existing school development days.

**Mechanism for permanency**

- Conversion to permanency clause included.

**ICT hardware provision**

- DoE will review portable devices in schools to explore ways of allowing teaching staff greater out of hours access to school owned portable devices, including opportunities to increase the number of portable devices in place of desktop computers.

**SRA allowances – education support**

- The Band 2 allowance is payable to all teachers who work at Education Support Centres, Schools and Schools of Universal Design.
- The prohibition on teachers working in Ed Support schools from accessing further SR as specialist resource allowances have been lifted.

## Attraction and retention

**Vacation travel concessions**

- Kimberley and Pilbara: entitled to one additional travel concession per year.
- Goldfields: now entitled to one travel concession per year.

*(Employees in the RTS are excluded from this additional benefit as they already have additional travel benefits prescribed in the Agreement.)*

**Country Teacher Program**

- The department commits to reviewing CTP in consultation with SSTUWA and PFWA.

**Air conditioning subsidy**

- Extension of the existing air conditioning subsidy to start 15 days earlier and end 15 days later than the dates identified in the GROH Air Conditioning Policy.

**Staff placement**

The department has committed to:

- Actively consult with the SSTUWA and PFWA in relation to a pilot process to facilitate the movement of teachers and school leaders to country areas from metropolitan schools and facilitate return to the metropolitan area.
- Examine existing transfer data to inform and improve transfer arrangements for regional staff.

- Lift restrictions in the teacher transfer pool to allow teachers and administrators in the metropolitan area to express interest in transfers across the state.

**Directors/Assistant Directors**

- Directors and Assistant Directors may access the right to return to a school leadership position equivalent to the one held before taking up the Director or Assistant Director position.
- Directors and Assistant Directors able to access GROH and government vehicle.

## General issues

**Union rep time**

- Removal of the word "guidelines" in the heading regarding union rep time.

**New personal leave clause**

- Replacing the existing short, carers and sick leave entitlements with a personal leave clause.
- Accrued leave can be accessed across all forms of personal leave.
- Non-cumulative personal leave entitlement is used first; this results in greater preservation of cumulative leave.

**Blood/plasma donors leave**

- Two hours of paid leave for the purpose of blood/plasma donation.

**Unfunded students**

- Maintenance of the census provisions introduced in 2020 as a result of COVID-19.

**SIDE – flexibility in span of hours of operation**

- The department commits to reviewing working arrangements, including class sizes, instruction time, country visits and dual campus arrangements at SIDE in consultation with the unions. Agreed matters will be a separate SIDE-specific schedule in next GA.

## The work of teaching and leading

- Of the two SDDs at the beginning of the year, half a day is reserved for work-related matters at the discretion of the employee. Timing of this to be determined by principal.
- TOIL to be considered at an hourly rate where there is a requirement to collect data from multiple sources for the same area of student achievement.
- All schools to adhere to the negotiated performance management template as per the Agreement.
- TOIL can be considered at an hourly rate for teachers who are required to complete assessments for child protection reasons, by external psychologists or for medical reasons.
- Compensatory leave for principals in recognition of work undertaken outside normal hours to manage catastrophic events and emergencies.
- Centrally funded professional learning programs for regionally based school leaders will include travel and accommodation costs.
- New clause, Compliance Reduction, provides for agreed template for annual school reporting to be available for commencement of 2023 school year; mechanism to reduce multiple requirements for same data collection; reminder that SCSA produced support materials, as exemplars of how mandated curriculum can be taught, should be used by all teachers.

## Safety culture in schools

- The DoE commits to implementing the Work Health & Safety Act 2020. By doing so agreed definitions of workplace violence, psychological health and appropriate accident reporting will occur as part of relevant WHS processes.

## Salary chart

| Salary grade | With 2.75 per cent pay rise 6 Dec 2021 | With 2.75 per cent pay rise 6 Dec 2022 |
|---|---|---|
| 2.1 | $74,121 | $76,159 |
| 2.2 | $80,926 | $83,151 |
| 2.3 | $88,180 | $90,605 |
| 2.4 | $91,475 | $93,991 |
| 2.5 | $94,901 | $97,511 |
| 2.6 | $98,459 | $101,167 |
| 2.7 | $102,157 | $104,966 |
| 2.8 | $106,000 | $108,915 |
| 2.9 | $109,993 | $113,018 |
| ST | $114,144 | $117,283 |
| L3CT 3.1 | $118,457 | $121,715 |
| L3CT 3.2 | $121,888 | $125,240 |
| Admin 3.1 | $121,888 | $125,240 |
| Admin 3.2 | $126,647 | $130,129 |
| 3.3 | $129,967 | $133,542 |
| 3.4 | $133,380 | $137,048 |
| 4.1 | $137,185 | $140,957 |
| 4.2 | $140,664 | $144,532 |
| 4.3 | $144,147 | $148,111 |
| 4.4 | $145,901 | $149,913 |
| 5.1 | $149,116 | $153,217 |
| 5.1A* | $150,814 | $154,962 |
| 5.2 | $153,887 | $158,119 |
| 5.3 | $158,669 | $163,032 |
| 5.4 | $160,422 | $164,833 |
| 6.1 | $166,648 | $171,231 |
| 6.2 | $171,892 | $176,619 |
| 6.3 | $176,201 | $181,046 |
| 6.4 | $177,955 | $182,849 |

## Member vote on the Agreement in Principle

Click the red **vote now** button at sstuwa.org.au/GA2021

**Voting opens:** 9am Monday 30 May
**Voting closes:** 4pm Friday 17 June



Authorised by Sally Dennis, General Secretary, The State School Teachers' Union of W.A.
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