

QLD Catholic Schools Collective Bargaining

Employee Log of Claims

Without Prejudice

1. Fair pay and competitive conditions for all staff

The following provisions should be negotiated:

- 1.1 A wage outcome with teacher rates that recognise the value of teachers' work and maintains at least market relativity and percentage increases for school officers and others at the same levels as teachers.
- 1.2 A school officer wages schedule that recognises the work value of the tasks undertaken which is consistent with the classification under the Alternate School Officer Classification Structure (ASOCS).
- 1.3 A reviewed schedule of all allowances paid to ensure contemporary rates.
- 1.4 A provision to create a standalone allowance, in addition to any current allowance, for employees with the delegated responsibility for the provision of medication to students.
- 1.5 A provision for an allowance for staff who attend overnight camps, immersions, retreats or sporting events.
- 1.6 A provision that enhances both access to and quantum of current First Nations cultural leave provisions; an allowance payable to First Nations staff who are required to undertake cultural activities on behalf of the employer; and recognition of Kinship in existing provisions for family related leave.
- 1.7 A provision for access to the quantum of Emergency and Natural Disaster Leave per event rather than per annum.
- 1.8 A provision for the introduction of 10 days' Reproductive Health Leave per annum, for all employees.

2. Addressing unsustainable workload and work-life balance

The following provisions should be negotiated:

- 2.1 An increase over the life of the agreement to the current quantum of planning, preparation and correction time (PPCT) for secondary and primary teachers.
- 2.2 A provision for the protection of all planning, preparation and correction time (PPCT) with all PPCT lost (for any reason) to be replaced with time-for-time PPCT either in the current or next timetable cycle.
- 2.3 A reduction in the current provision that allows for up to 10 periods of PPCT per year in a secondary school to be used for covers.
- 2.4 A provision that enshrines the two-week break at the end of Term 1 without the requirement for additional attendances, where this arrangement does not currently exist.
- 2.5 A provision that updates the teachers' hours of duty to include time between the commencement and conclusion of an individual school's day and any required duties or meetings are counted as part of ordinary hours of work.
- 2.6 A provision that sets the minimum turnaround time of feedback and assessment reporting in term-time.
- 2.7 A provision that requires employers to adopt the National Teacher Workload Impact Assessment Tool and involve employees in consideration and introduction of any new initiatives.
- 2.8 A provision that requires Consultative Committees to:
 - meet to consider and recommend support to assist with workload and work intensification;
 - consider and report to the principal on strategies to manage workload and work intensification; and
 - receive advice from the employer of systemic strategies to manage workload.
- 2.9 A provision that requires the agreement of the teacher(s) and the Consultative Committee in any instance where the class size limits are proposed to be exceeded.

- 2.10 A provision that mandates workplace consultation and amelioration when numbers of students with NCCD adjustments, SWD (student with disability) and/or imputed learning needs exceed 20 percent in any class.
- 2.11 A provision that requires an employer to develop, by consultation, mandates, protocols and guidelines on the adoption and use of AI in the workplace including use of hybrid instructional models.

3. Contemporary recognition of senior and middle leadership and specialist roles

The following provisions should be negotiated:

- 3.1 A set of conditions for Support Teacher Inclusive Education (STIE) and learning support teachers (howsoever named) that both enhances and codifies STIE/learning support teacher conditions.
- 3.2 A set of conditions for instrumental music teachers/tutors that both enhances and codifies instrumental music teacher/tutor conditions.
- 3.3 A set of provisions for Permission to Teach (PTT) that:
 - confirm classification on appointment and requirements for progression;
 - prescribe reduced teaching loads (in-line with graduate teachers); and
 - specify both identified release for support/mentoring and continued payment whilst completing a practicum required in an initial teacher education program.
- 3.4 A provision that both enhances and codifies Primary Learning Leader (PLL) conditions.
- 3.5 A provision to increase the number of allocated senior leader positions per school size, an increased quantum of release time for those positions, enhancement of relevant conditions and a different wage outcome that recognises the accountability and complexity of senior leader roles.
- 3.6 A provision for teachers who deliver school library services and programs that allocates the ratio of teaching, library and leadership time within the role.
- 3.7 A provision for specialist teachers (P-12) to provide balance in timetabling and workable operational arrangements for assessment, reporting and inter and intra school movement.
- 3.8 A provision for recognition, release and payment for specialist teachers providing co-ordination in specialist areas.

- 3.9 An updated set of provisions for employees in flexible schools (special assistance schools) that includes the following:
 - access to annualisation of salary for school officers;
 - clarity of position descriptions and associated classification structure;
 - contemporary remuneration;
 - hours of duty and scope of hours; and
 - behaviour management support.
- 3.10 A set of provisions for teachers working in boarding schools that address wages/allowances and time release; student supervision; and supervision and management of staff.
- 3.11 A set of consistent provisions for counsellors and others that includes the following:
 - industry-leading remuneration levels;
 - classification structures including recognition of qualifications; and
 - recognition of teaching/relevant experience in classification.

4. Technical matters

The following provisions should be considered as part of the negotiations:

- 4.1 The current agreement and its provisions should be reviewed to ensure the provisions of a proposed replacement agreement meet current technical requirements, contain contemporary references and language, and include provisions required by the *Fair Work Act 2009* including but not limited to:
 - model clauses;
 - the right to disconnect; and
 - delegate rights.
- 4.2 Provisions to update superannuation including payment on unpaid parental leave up to 12 months.
- 4.3 Provisions to update parental leave including but not limited to contemporary language references, shared access to paid components and emergent care arrangements.
- 4.4 Removal of fixed-term contract provisions for all positions including senior leadership in line with amendments to the *Fair Work Act 2009*.