



**WA Catholic Schools Bargaining
DRAFT LOG OF CLAIMS
29 January 2019
- Confidential**

SECTIONS



- Salaries & Allowances
- Workload
- Safe Workplaces
- Contracts of Employment
- Leave Entitlements
- Professional Development
- Consultation
- Part Time staff
- Remote staff

SALARIES and ALLOWANCES 1



- Teachers: Salary scale to maintain equivalence with the government system
- Introduction of a Level 3 Classroom Teacher open to all
- No restriction on the number of Exemplary teachers in a school
- Portability of exemplary teacher status
- Support Staff: Salaries to match relevant staff in Department of Education
- Education Assistants: Salary Scales in line with Department of Education
- Support Staff: Recognition in the salary scales of initial and subsequent qualifications gained
- All staff: Salary and Allowances increases to be effective from the same date as Department of Education Salary Increases

SALARIES and ALLOWANCES 2



- Work Related and cost related Allowances to increase by a minimum of the same percentage as Salary increases
- Improve Promotable positions Allowances and Time Release
- Introduce Camp, Event and Excursion Allowance

WORKLOAD 1



- Teachers in Catholic school to deliver the same hours of instruction as teachers in government schools
- Pastoral care time to count in teachers' hours of instruction
- All staff: Payment or time-in-lieu for the extra hours spent at school Camps, Excursions, Music and other Events and the like
- All staff: Student data collection can have a significant negative impact on staff workload. There shall be an Annual Review of student data collection processes for their alignment, timing and efficiency. Mandated data collection must be limited to essential collection for student improvement and compliance purposes
- Teachers: Transparent and equitable distribution of Relief lesson

WORKLOAD 2



- Teachers: Clearly defined maximum hours required for extra and co-curricular activities. If additional hours are requested by the school there must be additional payment
- Education Assistants to be allocated sufficient time in working hours to prepare resources as required by the teacher
- VET teachers: recognition of VET paperwork requirements
- Teachers: Reduced instructional load for Graduate teachers in their first and second year of teaching
- Teachers: Reduced instructional load for the Mentors of Graduate teachers in their first and second year of teaching

WORKLOAD 3



- Teachers: Workload to be included in the EBA
- Teachers: Clear definitions of all areas of teachers work including but not limited to: supervision, meetings and delivery of instructional load
- Additional PPAC time for formulating IEP's in both primary and secondary schools

SAFE WORKPLACE 1



- Teachers to be allocated a lunch break of a minimum of 30 minutes
- Electronic communications: Employees not required to access and/or respond to work-related emails or other messaging outside the ordinary hours of work
- Agreed protocols to be developed regarding parent-teacher communications including outside Ordinary Hours of Work
- First Aid Allowances for all dedicated First Aid Officers
- Health & Safety Committees to be established at all workplaces
- Health and Safety Reps to be elected by employees at all workplaces

SAFE WORKPLACE 2



- Clear and mandatory consequences when a student inflicts violence upon a staff member or another/other students. To include immediate removal from the classroom. The student shall not be allowed to return to the classroom until a plan and any additional resourcing is in place to guarantee the safety of the student and others
- School laboratory staff: A clear set of laboratory guidelines, as in Department of Education schools
- A minimum of two staff members and a minimum staff to student ration when transporting students to Events during and before/after school hours

CONTRACTS OF EMPLOYMENT



- A process to be developed within the first 12 months of the life of the EBA to convert temporary staff to permanent employment

LEAVE ENTITLEMENTS 1



- Long Service Leave:

All staff to accrue 1.3 weeks per year up to 8 years of service; i.e. 10.4 weeks accrued after 8 years

All staff to accrue 1.86 weeks per year from and including the 9th year of service

All staff to be able to access Long Service Leave in minimum periods of one week and for periods of less than one week; the latter with the agreement of the employer

Clear and readily available guidelines and processes for staff to apply for Long Service Leave

LEAVE ENTITLEMENTS 2



- Agreement that staff on Maternity/Parental Leave have the right return to work part-time. Onus on the employer to prove this would be impracticable
- Staff returning from Maternity/Parental Leave not to have diminished status
- Paid Maternity Leave, not Maternity 'payment'
- Superannuation paid on Paid Maternity Leave
- Provision for Paid Community Services Leave including Blood/Plasma Leave, Emergency Services Leave, Leave for Training with Defence Force Reserves
- International and National Paid Sporting Events Leave

LEAVE ENTITLEMENTS 3



- Improved Bereavement Leave from the current 2 to 5 days within Australia and 8 days overseas

PROFESSIONAL DEVELOPMENT



- When a portion of the five (5) student-free days at the end of Term 4 are used for Professional Development that PD must be of the teachers' choice
- Regular relief teachers to be invited to participate in the Professional Development sessions held at or by the school
- All staff: Professional Development in ICT sessions/technological changes to be during working hours, not in PPAC (Preparation, Planning, Assessment and Correction and Consultation) time or outside Ordinary Houyrs of Work

CONSULTATION



- Implementation of Consultative Committees in each workplace

PART-TIME WORK



- A limit on the number of days per week a part-time staff member can be required to be at the workplace
- Clarity that part time teachers when requested and agree to work additional hours are paid their usual hourly rate

REMOTE STAFF



- Standard of housing in regional and remote areas to improve from the current situation
- Provision of Remote Area First Aid Training at induction
- A Review of allowances paid for relocation. IEU to be involved in the review