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Ms Jan McMahon
General Secretary
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WITHOUT PREJUDICE

Dear Ms McMahon

Enterprise Bargaining - DECS Education Staff

I refer to recent discussions involving representatives of the Australian Education Union (AEU), the Public Service Association of SA Incorporated (PSA), the Public Sector Workforce Division (PSWD) of the Department of the Premier and Cabinet, and the Department of Education and Children's Services (DECS) concerning the PSA's claim, dated 13 February 2008, for a new Enterprise Agreement.

Government has given serious consideration to the claims made by, and the discussions with, PSA and AEU representatives. Having regard to those various discussions, the following without prejudice offer is made as a package to resolve all outstanding issues relating to education staff in Government Preschools and Schools. The offer is subject to developing a formal Agreement, which will have no effect until approved by the Industrial Relations Commission of South Australia (IRCSA).

Except where indicated, the following proposal outlines the nature of each aspect of the offer on the basis that, where applicable, issues of details or clarification can be the subject of further discussion.

The key elements of this offer are:

New Agreement

An Agreement will be negotiated for Government Preschool and School staff covered by the *Education Act 1972* and the *Children's Services Act 1985* in DECS to replace the current *South Australian Education Staff (Government Preschools, Schools and TAFE) Enterprise Agreement 2006* (current Enterprise Agreement).

Duration of New Agreement

Pursuant to the *Fair Work Act 1994* the Agreement will commence from the date of approval by the IRCSA for a term of three (3) years.

Date of Operation

Except where otherwise indicated, the operative date will be the date of approval by the IRCSA for the new Agreement.

Salary Increases

Enterprise bargaining salary increases of 3.25% per annum, operative from the first full pay period commencing on or after 1 October 2008, 1 October 2009 and 1 October 2010 for all persons to be covered by the new enterprise agreement.

New Step 9 Teacher Level

Introduce a new Teacher step 9 level with a salary of \$71,705 per annum operative from the first full pay period commencing on or after 1 October 2008 with progression based upon a service requirement (i.e. Teacher has worked at step 8 for 207 duty days) and satisfying defined performance criteria that is assessed at the site level.

Variation to AST1

Having regard to the new Teacher step 9 level, a variation will be made to the Advanced Skills Teacher Level 1 (AST1) classification that provides a salary of \$72, 997 per annum operative from the first full pay period commencing on or after 1 October 2008, to maintain an appropriate differential between the step 9 Teacher Level and the AST1.

A salary schedule that includes the new step 9 Teacher level and AST1 is provided in Attachment 1.

Work-Life Balance

In addition to continuing existing work-life balance entitlements, it is proposed to:

- Increase paid maternity leave and paid adoption leave to 14 weeks (currently 12 weeks) with the option to take 28 weeks at half pay; and
- Allow return to work after maternity or adoption leave on a part time basis, at the employee's substantive level, until the child's second birthday.

The proposed DECS Work-Life Balance Policy and Work-Life Balance Booklet, expected to be launched later this month, includes reference to leave provisions, including the current policy provision for access of up to 15 days special leave with pay in any one year and provisions to take long service leave in single days (subject to eligibility and DECS guidelines).

Student Centred Resource Funding Model

Commencing from the 2010 school year, DECS proposes to implement a new student centred resource funding model that will not form part of the proposed new Enterprise Agreement. As a consequence, Appendix A of the current Agreement – Commitment to the Australian Industrial Relations Commission in relation to Staffing of Schools and Pre-schools - will only apply until the end of the 2009 school year.

The new student centred resource funding model will incorporate a three level structure as follows:

- Level 1 - base allocation that reflects the nature and size of the school;
- Level 2 - allocation for each student and varied according to year level. This allocation will be the same irrespective of the nature and type of the student or school; and
- Level 3 - allocation that reflects the individual characteristics of the student and school, and includes factors such as special needs, Aboriginality, educational disadvantage, isolation, etc.

DECS will continue current resource levels within the new model, including:

- Total teacher allocation time (Basic Teacher Instruction Time and Non Instruction Time), Leadership time, Counsellor time, Librarian time and Temporary Relieving Teaching (TRT) time, including supplementation;
- Flexible Initiatives Resourcing (FIR);
- Additional Leadership Administration time;
- Junior Primary 160 Scheme that reduces class sizes at the junior primary level in Index of Educational Disadvantage Categories 1 to 3 Schools (Government policy);
- Early Years that reduces class sizes at the junior primary level in Index of Educational Disadvantage Categories 4 to 7 Schools (Government policy); and

- The 2006-07 Government policy budget initiative for a reduction in year 3 class sizes in all schools.

Additional Government policy initiatives such as smaller class sizes in the early years will be maintained and "on average" maximum class sizes will be maintained at 2007 levels.

Schooling Sector Teacher Workload Protection Arrangements

It is proposed to introduce new output based Teacher workload protection arrangements, commencing from the 2010 school year, as follows:

- Workload negotiations will occur between the Teacher and the Principal to enable consideration of all workload aspects, not just face to face teaching, and include areas such as individual student support, extra-curricula activities, special interest groups (e.g. Wakakirri or sport), yard duty, and roles such as occupational safety and health representative;
- The agreement reached will define the workload requirements for that Teacher; and
- Should such negotiation not deliver a suitable agreed outcome, then the workload arrangement will include a requirement that *face to face teaching time* is "on average" across the school year no greater than 24 hours and 8 minutes per week for primary school Teachers or "on average" across the school year no greater than 22 hours and 25 minutes per week for secondary school Teachers.

Personnel Advisory Committee (PAC)

The PAC will continue its role in grievance procedures provided for at Clause 33 of the current Enterprise Agreement. As a consequence of the new workload protection arrangements, Clause 39 of the current Enterprise Agreement will be varied to reflect changes to the PAC role.

New Leadership Structure

It is proposed to introduce a new single site leadership structure to replace the existing Principal and Preschool Director classification structure operative from the commencement of the 2009 school year. It will provide a simplified two-band leadership structure based upon the existing eight-level Principal classification structure and designed around the new roles of schools, preschools and children's centres. It will also include a higher entry point for first level leadership positions to align to specialist teaching roles.

The new structure will be a two-band structure comprised as follows:

- Band A: Site Leader
 - Principal of site for traditional schools, birth to year 7 or birth to year 12 schools, stand alone kindergartens, and co-located sites (e.g. preschool and school);
 - Reports to the District Director; and
 - Eight leadership levels based on the current PCO structure.
- Band B: Other Leadership positions
 - Titles of Associate Principal and Coordinator;
 - Seven level structure with entry level at the AST2 equivalent remuneration level and finishing at PCO5 equivalent remuneration level;
 - To include campus site leader reporting to Band A leader (e.g. multi campus super school); and
 - Reports to a Band A leader or a higher level Band B leader.

Proposed translation arrangements to the new Leadership structure are provided in Attachment 2.

Beginning Teachers

It is proposed that the current DECS policy that provides 0.1 FTE support time in the first year of teaching to all permanent graduate teachers in country schools will be extended to all graduate

teachers employed in both metropolitan and country schools and preschools whether engaged on a permanent basis or one-year contract.

Attraction and Retention

It is proposed to introduce provisions that will be used in limited circumstances for a targeted approach to the payment of attraction and retention allowances in identified areas of curriculum shortage or difficult to staff locations.

Professional Development

It is proposed to simplify the administrative arrangements related to the current Training and Professional Support Strategy ('37.5 hours shorter school year week' scheme).

Performance Management

DECS will consult with the AEU and PSA in relation to proposals to improve performance management systems.

Recruitment and Selection of Teaching Staff in the School Sector

DECS will consult with the AEU about development of new criteria for access for teachers to the priority placement pool and permanent teacher register.

New School Services Officer Level 6 Classification

It is proposed to develop work level definitions for a new School Services Officer (SSO) classification level (SSO 6) to incorporate school-based administration, program or project work arising from the Educations Works initiative in consultation with the AEU and PSA.

Existing Conditions

Except where the particular clauses are no longer relevant or are varied or updated through negotiations for the new Agreement, it is intended that existing employment conditions in the current Enterprise Agreement be maintained.

No Extra Claims

The new Agreement will include a no extra claims provision to the effect that during the life of the Agreement the AEU and PSA, and employees party to the Agreement, will not pursue any extra claims except where consistent with the wage fixing principles of the IRCSA.

This offer is made in full and final settlement of all AEU and PSA claims made in relation to DECS education staff in Government Preschools and Schools and written confirmation of acceptance is requested. The Government reserves the right to vary, withdraw or correct any aspect of this offer.

The Government's representatives remain available to meet to clarify and discuss any aspect of this offer. Any enquiries regarding this offer should be referred to Melanie Sjoberg, Manager, Industrial Relations.

Yours sincerely

Chief Executive, Department of the Premier and Cabinet

per:


Elbert Brooks
**EXECUTIVE DIRECTOR
PUBLIC SECTOR WORKFORCE DIVISION**

Attachment 1: Salary Schedule

Attachment 2: Leadership Classification Structure and Translation

ATTACHMENT 1 - SALARY SCHEDULE

Schedule 1.1
Teacher Classifications - Preschools and Schools

Classification	Step	Current Salaries from the first pay period commencing on or after 1/10/2007	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2008 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2009 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2010 (3.25%)
Special Authority		\$43,250	\$44,656	\$46,107	\$47,605
Teachers	1	\$49,605	\$51,217	\$52,882	\$54,601
	2	\$52,165	\$53,860	\$55,610	\$57,417
	3	\$54,724	\$56,503	\$58,339	\$60,235
	4	\$57,280	\$59,142	\$61,064	\$63,049
	5	\$59,845	\$61,790	\$63,798	\$65,871
	6	\$62,403	\$64,431	\$66,525	\$68,687
	7	\$64,961	\$67,072	\$69,252	\$71,503
	8	\$68,422	\$70,646	\$72,942	\$75,313
	*9		\$71,705	\$74,035	\$76,441
AST 1/ Key Teacher (fall back)		\$70,492	\$72,997	\$75,369	\$77,818
AST 2		\$73,791	\$76,189	\$78,665	\$81,222
Hourly Paid Instructors (schools only)					
Class IV	1	\$34.60	\$35.70	\$36.85	\$38.05
Class III	1	\$51.05	\$52.70	\$54.40	\$56.15
Class II	1	\$62.00	\$64.00	\$66.10	\$68.25
Class 1	MIN	\$65.15	\$67.25	\$69.45	\$71.70
	MAX	\$95.00	\$98.10	\$101.30	\$104.60

*Progression to Teacher Step 9 is dependent upon a service requirement (i.e. Teacher has worked at step 8 for 207 duty days) and satisfying defined performance criteria that is assessed at the site level.

**Schedule 1.2
Leadership Classifications - Preschools and Schools**

This schedule will cease to be effective from the commencement of the 2009 school year at which time Schedule 1.2a will become operative

Classification	Current Salaries from the first pay period commencing on or after 1/10/2007	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2008 (3.25%)	
Promotional Classifications			
Coordinator 1	\$70,492	\$72,783	
Coordinator 2	\$73,507	\$75,896	
Coordinator 3	\$76,829	\$79,326	
Assistant Principal 1	\$77,703	\$80,228	
Assistant Principal 2	\$82,291	\$84,965	
Principals/ Deputy Principals			
PCO1	\$78,576	\$81,130	
PCO2	\$83,741	\$86,463	
PCO3	\$88,908	\$91,798	
PCO4	\$94,073	\$97,130	
PCO5	\$99,242	\$102,467	
PCO6	\$104,408	\$107,801	
PCO7	\$109,575	\$113,136	
PCO8	\$114,740	\$118,469	
Preschool Directors			
PSD1	\$77,703	\$80,228	
PSD2	\$78,576	\$81,130	
PSD3	\$83,741	\$86,463	

Refer to Schedule 1.2a - Leadership Classifications - Preschools and Schools
Schedule 1.2a is effective from the commencement of the 2009 school year

**Schedule 1.2a
Leadership Classifications - Preschools and Schools**

This schedule is effective from the commencement of the 2009 school year

Classification	Level	Current Salaries from the first pay period commencing on or after 1/10/2008	Proposed New Structure operative from the commencement of the 2009 school year	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2009 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2010 (3.25%)
Band B Coordinator	1		\$76,189	\$78,665	\$81,222
	2		\$79,326	\$81,904	\$84,566
Associate Principal	1		\$81,130	\$83,767	\$86,489
	2		\$86,463	\$89,273	\$92,174
	3		\$91,798	\$94,781	\$97,861
	4	Salaries are dependent on classification/ translation arrangements - Refer to Schedule 1.2.	\$97,130	\$100,287	\$103,546
	5		\$102,467	\$105,797	\$109,235
Band A Principal	1		\$81,130	\$83,767	\$86,489
2	\$86,463		\$89,273	\$92,174	
3	\$91,798		\$94,781	\$97,861	
	4	\$97,130	\$100,287	\$103,546	
	5	\$102,467	\$105,797	\$109,235	
	6	\$107,801	\$111,305	\$114,922	
	7	\$113,136	\$116,813	\$120,609	
	8	\$118,469	\$122,319	\$126,294	

**Schedule 1.3
Aboriginal Education Worker - Full Time**

Classification	Step	Current Salaries from the first pay period commencing on or after 1/10/2007	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2008 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2009 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2010 (3.25%)
AEW-1	1	\$39,321	\$40,599	\$41,918	\$43,280
	2	\$41,573	\$42,924	\$44,319	\$45,759
AEW-2	1	\$44,483	\$45,929	\$47,422	\$48,963
	2	\$47,135	\$48,667	\$50,249	\$51,882
	3	\$49,295	\$50,897	\$52,551	\$54,259
AEW-3	1	\$53,233	\$54,963	\$56,749	\$58,593
	2	\$55,387	\$57,187	\$59,046	\$60,965
AEW-4	1	\$57,372	\$59,237	\$61,162	\$63,150
	2	\$58,696	\$60,604	\$62,574	\$64,608
	3	\$60,022	\$61,973	\$63,987	\$66,067
AEW-5	1	\$62,140	\$64,160	\$66,245	\$68,398
	2	\$64,167	\$66,252	\$68,405	\$70,628
	3	\$66,198	\$68,349	\$70,570	\$72,864

**Schedule 1.4
School Services Officers Classifications - Full Time**

Classification	Step	Current Salaries from the first pay period commencing on or after 1/10/2007	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2008 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2009 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2010 (3.25%)
SSO-1	1	\$34,071	\$35,178	\$36,321	\$37,501
	2	\$35,835	\$37,000	\$38,203	\$39,445
	3	\$36,894	\$38,093	\$39,331	\$40,609
	4	\$37,865	\$39,096	\$40,367	\$41,679
	5	\$38,838	\$40,100	\$41,403	\$42,749
	6	\$39,894	\$41,191	\$42,530	\$43,912
SSO-2	1	\$42,898	\$44,292	\$45,731	\$47,217
	2	\$44,664	\$46,116	\$47,615	\$49,162
	3	\$46,428	\$47,937	\$49,495	\$51,104
SSO-3	1	\$49,956	\$51,580	\$53,256	\$54,987
	2	\$51,725	\$53,406	\$55,142	\$56,934
	3	\$53,490	\$55,228	\$57,023	\$58,876
SSO-4	1	\$57,372	\$59,237	\$61,162	\$63,150
	2	\$58,696	\$60,604	\$62,574	\$64,608
	3	\$60,022	\$61,973	\$63,987	\$66,067
SSO-5	1	\$64,610	\$66,710	\$68,878	\$71,117
	2	\$67,081	\$69,261	\$71,512	\$73,836
	3	\$69,729	\$71,995	\$74,335	\$76,751
	4	\$72,377	\$74,729	\$77,158	\$79,666

**Schedule 1.5
Early Childhood Worker Classifications**

Classification	Step	Current Salaries from the first pay period commencing on or after 1/10/2007	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2008 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2009 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2010 (3.25%)
ECW-1	1	\$34,071	\$35,178	\$36,321	\$37,501
	2	\$35,835	\$37,000	\$38,203	\$39,445
	3	\$36,894	\$38,093	\$39,331	\$40,609
	4	\$37,865	\$39,096	\$40,367	\$41,679
	5	\$38,838	\$40,100	\$41,403	\$42,749
	6	\$39,894	\$41,191	\$42,530	\$43,912
ECW-2	1	\$42,898	\$44,292	\$45,731	\$47,217
	2	\$44,664	\$46,116	\$47,615	\$49,162
	3	\$46,428	\$47,937	\$49,495	\$51,104
ECW-3	1	\$49,956	\$51,580	\$53,256	\$54,987
	2	\$51,725	\$53,406	\$55,142	\$56,934
	3	\$53,490	\$55,228	\$57,023	\$58,876

The rates for pay for an Early Childhood Worker are payable to an employee employed 37.5 hours per week over 52 weeks per year.

The hourly rate for an ECW - Kindergarten Employee (i.e. an ECW employed during term time only) is derived from the full-time salary as prescribed above and adjusted in accordance with the following formula:

$$\text{Full time annual salary as prescribed above} \times \frac{6}{313} \times \frac{116}{100} \times \frac{1}{37.5}$$

**Schedule 1.6
Swimming and Aquatic Instructors**

Classification	Step	Current Salaries from the first pay period commencing on or after 1/10/2007	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2008 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2009 (3.25%)	Proposed enterprise bargaining increase from the first full pay period commencing on or after 01/10/2010 (3.25%)
Instructor in Charge (IC)		\$51.05	\$52.70	\$54.40	\$56.15
2nd In Charge		\$42.90	\$44.30	\$45.75	\$47.25
Senior Instructor		\$37.90	\$39.15	\$40.40	\$41.70
Instructor		\$34.60	\$35.70	\$36.85	\$38.05
Assistant Instructor		\$19.85	\$20.50	\$21.15	\$21.85

ATTACHMENT 2

Leadership Classification Structure and Translation

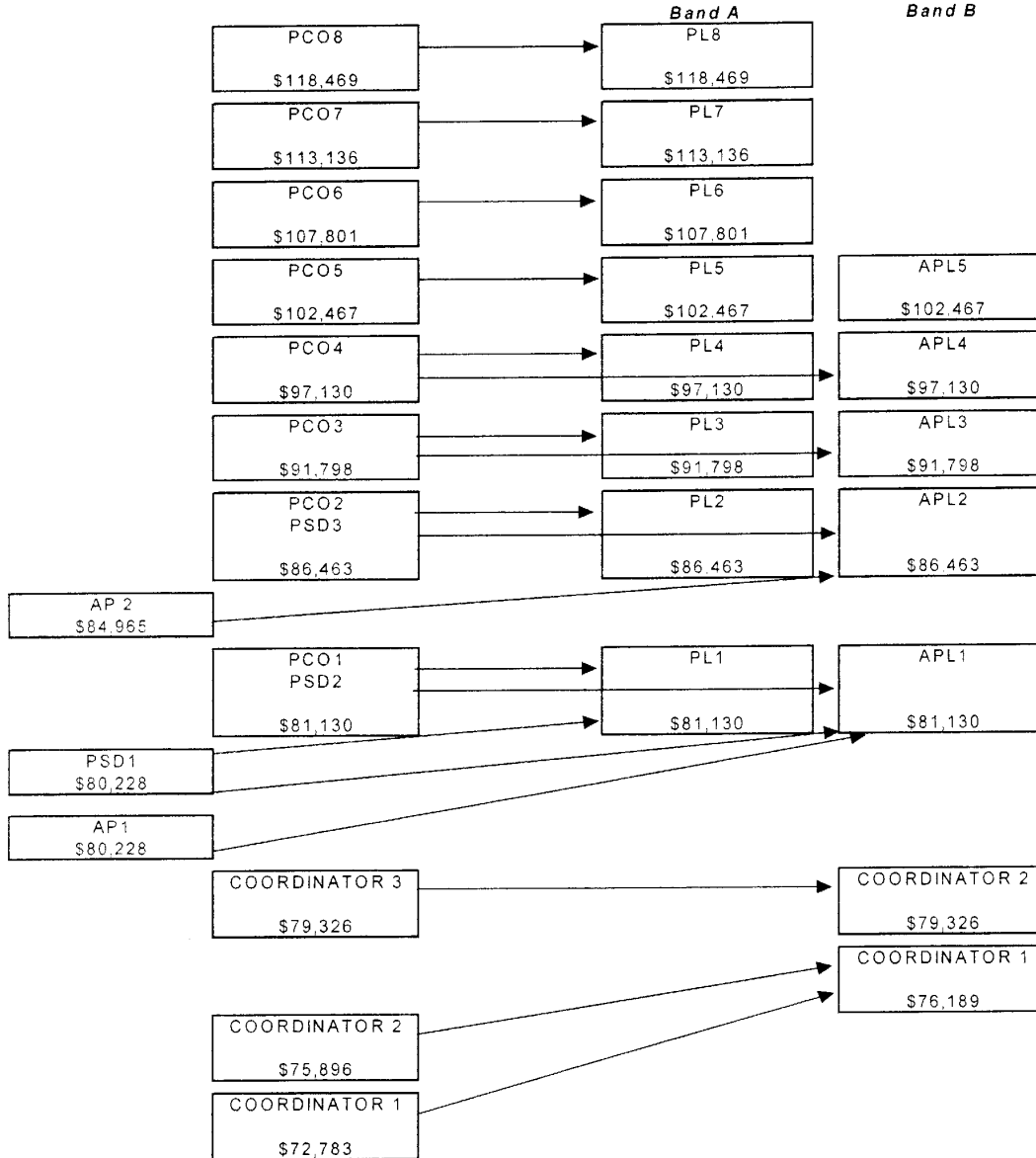
*Both Structures are Inclusive of a 3.25% p.a. Enterprise Bargaining Increase
The New Structure is operative from the commencement of the 2009 school year*

Current Structure

*Salaries payable from the commencement of
the first full pay period on or after
1 October 2008*

Proposed Structure

*Salaries payable from the commencement of
the 2009 school year*



Translation Arrangements (operative from the commencement of the 2009 school year)

- Employees who are currently classified as Principals will translate to Band A.
- Employees who are currently classified as Deputy Principals will translate to Band B.
- Employees who are currently classified as Assistant Principals will translate to Band B.
- Employees who are currently classified as Preschool Directors and work at a standalone site will translate to Band A.
- Employees who are currently classified as Preschool Directors and work at a combined site will translate to Band B.

Key - Current Structure

- PCO - Principals and Deputy Principals
- PSD - Preschool Director
- AP - Assistant Principal

Key - Proposed Structure

- Band A - Principals of Schools and Preschools
- Band B - Associate Principals and Coordinators of Schools and Preschools
- PL - Principal Level
- APL - Associate Principal Level