

KEY ISSUES

- *QTU members engaged in political and industrial campaign.*
- *QTU and State Government have reached in-principle agreement.*
- *12.5% salary increase for classroom teachers over three years.*
- *Extra increase for beginning teachers.*
- *Introduction of Senior Teacher 2 (commencing 1 July 2010).*
- *Improved temporary teacher conditions.*
- *Additional increases for Principals and senior leadership.*
- *One-off \$500 resource grant for classroom teachers.*

CONTACTS

IEUA-QNT
Phone: (07) 3839 7020
Fax: (07) 3839 7021
Freecall: 1800 177 937
Email Enquiries:
enquiries@qieu.asn.au
Internet:
www.qieu.asn.au

Background to the Settlement

On Sunday, 8 November 2009 the Queensland Government and the Queensland Teachers' Union (QTU) announced they had reached in-principle agreement in regard to their replacement collective agreement.

Over the past months, despite being forced into arbitration by the State Government, the QTU members have engaged in a political and industrial campaign focussing on four key issues.

- Beginning Teacher salaries;
- Senior Teacher salaries;
- Principals' conditions; and
- Conditions of temporary teachers.

The political and industrial campaign has yielded in-principle agreement between the QTU and State Government ahead of an uncertain and problematic arbitrated outcome. The in-principle agreement substantially addresses these four issues listed above.

Details of Proposed Settlement

This package would secure:

- The highest Beginning Teacher salary in Australia;
- Access to the third highest salary for Senior Teachers;
- Improved temporary teacher employment conditions, including Christmas vacation pay and a process to move to permanency;
- Additional increases for Principals, Deputy Principals and Heads of Programs to start to close the gap with interstate salaries;
- A \$500 resource grant for classroom teachers in Band 2 Step 2 – Band 3 Step 4.

Salaries:

- 12.5% (4.5% - 1 July 2009, 4% - 1 July 2010, 4% - 1 July 2011);
- \$500 resource grant all teachers Band 2 Step 2 to Band 3 Step 4 – 1 July 2010;
- New Beginning Teacher salary (commencing 22 January 2010, \$56,900 p.a. – 1 July 2011 – highest paid in country);
- Introduction of Senior Teacher 2 (commencing 1 July 2010, \$83,308 p.a. – 1 July 2011).

Classroom Teacher Classifications:

Senior Teacher 2 –

- Merit selection process as agreed with QTU;
- No quota;
- Access after 4 years at Senior Teacher;
- Commences 1 July 2010;
- \$83,308 p.a. (1 July 2011).

School Leaders:

- Additional 2.5% – 1 July 2011.

Deputy Principals:

- Additional 2.5% – 1 July 2011.

Heads of Programs (includes HOCs, HODs, HOSES, GOs, SGOs):

- Additional 2.5% – 1 July 2011.

Beginning Teachers:

- Commitment to phased rollout of compulsory Introduction to teaching programs – paid attendance.
- Highest paid in Australia by 1 July 2011 – new salary – 22 January 2010.