

## A summary of the proposed Agreement

A number of NSW Catholic Independent Schools have reached agreement with the Independent Education Union (IEU) on a new multi-enterprise agreement (the Agreement) to cover teachers across a number of Catholic Independent Schools.

The proposed Agreement has the support and endorsement of your employer and the IEU.

However, in order for it to be approved, it must be supported by teachers in a ballot. See below for a summary of the proposed Agreement to assist you in making an informed vote.

## What is the name of the proposed Agreement?

*NSW Catholic Independent Schools (Teachers – Model C) Multi - Enterprise Agreement 2017.*

## What is a multi-enterprise agreement?

The Agreement is a multi-enterprise agreement because it covers teachers at different Schools/Colleges.

## Term of the proposed Agreement

If approved by the Fair Work Commission, the Agreement will expire on 31 December 2019. However, it will remain in place after this date until it is terminated or replaced.

## The proposed Agreement provides higher pay as well as back-pay

If the Agreement is approved, teachers will receive the following pay increases;

- › A minimum of 2.5% salary increase in 2017 (back-dated where appropriate)
- › 2.5% salary increase in 2018
- › 2.5% salary increase in 2019

In addition, promotional position allowances will increase in line with salary increases.

Pay increases (including back-pay, where applicable) will flow through following a successful vote, and the Agreement being approved by the Fair Work Commission.

## Improved conditions under proposed Agreement

The proposed Agreement contains a number of improvements to conditions which include:

**Improved conditions for provisionally and conditionally accredited (graduate) teachers (clause 5.7):**

- › Employers will provide regular feedback to graduate teachers
- › Employers may provide graduate teachers with a mentor
- › If your employer has concerns that a graduate teacher may not achieve proficient accreditation within the legislated timeframe, they are required to notify the teacher of this by no later than the final term of the teacher's second year of teaching.

**Personal/Carer's Leave (clause 13):**

- › A teacher may now be required to produce evidence for taking personal/carer's leave after the first three days of leave taken in a school year, instead of after the first two days
- › Employers will now also accept evidence from registered health practitioners (e.g. physiotherapists).

## New classification structure for Teachers

- > Teachers will continue on the existing Incremental Model until 31 December 2016
- > Teachers will transition to the new classification structure on 1 January 2017
- > No teacher will be disadvantaged by the transition.

## Classification structure

Following the transitional arrangements the new classification structure applies:

Classification	
Graduate	Provisionally or Conditionally Accredited Teachers and Proficient Teachers with less than two years full-time equivalent service
Proficient 1-5	Teachers who are accredited at Proficient Teacher and have completed a minimum two years' full time equivalent service will be classified as Proficient.
Highly Accomplished	A Teacher who is accredited, and maintains accreditation, at Highly Accomplished

## Transitional Arrangements

Current Step	New Classification
<b>Step 5</b>	Graduate
<b>Step 6</b>	Graduate
<b>Step 7*</b>	Graduate
<b>Step 7**</b>	Proficient 1
<b>Step 8</b>	Proficient 1
<b>Step 9</b>	Proficient 2
<b>Step 10</b>	Proficient 2
<b>Step 11</b>	Proficient 3
<b>Step 12</b>	Proficient 4
<b>Step 13</b>	Proficient 5

\* Step 7 Teachers who have not served a minimum two years' full-time equivalent service and gained Proficient accreditation will be classified as Graduate

\*\* Step 7 teachers who have been accredited at Proficient and have served a minimum of two years' full-time equivalent service will be classified as Proficient 1

## Conditions maintained in proposed Agreement

- > A Mission, Teachings and Ethos clause
- > Calculation of salary adjustments
- > 17.5% annual leave loading
- > Personal/carer's leave entitlement and cap
- > Long service leave entitlement
- > Other leave entitlements (including compassionate, jury service, community service and study leave)
- > Options for additional super contributions
- > Grievance and disputes procedures
- > Fair Procedures clause

## What are the next steps?

### Availability of the proposed Agreement

The Agreement will be circulated/made available to all teachers by:

- > email
- > hard copies will be placed in the [insert description of common teachers area e.g. teachers staff room] for you to access.
- > A copy of the Agreement will also be placed on the employer's intranet [or insert other description].

### Access Period

On **23 November 2016**, the 7 day access period commences. This is the formal 7 day period during which you have the opportunity to access a copy of, and consider, the proposed Agreement. The access period will conclude on **30 November 2016**.

### The electronic ballot

Teachers will be able to cast their vote online (electronically).

Please read carefully the voting instructions sheet provided by the external ballot provider, **Australian Election Company**. The online ballot is confidential and your identity is kept separate to your vote. The employer will only receive information on the outcome of the ballot, not who or how individuals voted. The details for the online ballot are:

- > At 8am, **1 December 2016**, the ballot will open
- > At 5pm, **2 December 2016** the ballot will close.

After the close of the ballot, the **Australian Election Company** will advise the employers of the ballot's outcome, and teachers will then be notified as soon as possible by their employer.

The Agreement will apply to each employer where a majority of those who vote, vote "Yes". The Agreement will not apply to any employer where the majority of teachers who vote, vote "No".

### If the ballot is successful, what happens next?

The bargaining representative for the employers, the Catholic Commission for Employment Relations (CCER) will apply to the Fair Work Commission (FWC) for the Agreement to be approved. The FWC will assess the Agreement to ensure it complies with the law, and passes the Better Off Overall Test (BOOT).

### When will the Agreement apply?

The Agreement will commence on 1 January 2017 or 7 days after it is approved by the FWC, whichever is later.

### Conclusion

The proposed Agreement secures pay increases (including back-pay, where applicable) and other improvements in conditions.

Your employer and the IEU endorse the proposed Agreement and encourage you to vote "YES".

### Questions

If you have any questions about the proposed Agreement or the process outlined, please ask your Principal, or the IEU as your bargaining representative.