

Queensland Teachers' Union  
Resolutions from the meeting of Council on Saturday, 11 August 2018  
For information and implementation by Executive and/or the Secretariat

1. Confirmation of Minutes

THAT the minutes of the meeting of Council held on 19 May 2018, with an amendment to the Reclaim the Profession – Campaign Action Report to show that the facilities campaign undertaken at Heatley Secondary College was reported by Mr Peter Thompson, not Mr Josh Cleary, be confirmed as a true record of proceedings of that meeting.

2. Condolence Motion

THAT one minute's silence be observed as a mark of respect and as a condolence motion for Ms Therese Rourke.

3. A1 EB implementation

1. (a) THAT Council note the update regarding HAT and LT.  
  
(b) THAT Council note the receipt of the report of the HAT and LT pilot.  
  
(c) THAT Council note the ongoing discussions regarding the state-wide implementation of HAT and LT for 2019.
2. THAT Council note the report on EB9 claim development and endorse the proposed timeframes and primary focus areas.

4. A11 Queensland Abortion Law Reforms

- THAT Council note and endorse the QTU's ongoing engagement, support, participation and promotion for a range of pro-choice rallies, pickets, online campaigns and events coordinated by a diverse coalition of pro-choice organisations.
- THAT, noting QTU policy and our submission into the review, Council communicates its support for the Queensland Government's Abortion Law Reforms that will go to Queensland Parliament this year.

5. Revenue and Expense Statements

THAT Council note the Revenue and Expense Statements as at 30 April, 31 May and 30 June 2018.

6. Trustees Report

THAT Council note the Trustees Report.

7. Recruitment/Membership Growth Report

THAT Council note the Recruitment/Membership Growth Reports as at 31 May, 30 June and 31 July 2018.

8. Reclaim the Profession – Campaign Action Report

THAT Council note the Reclaim the Profession – Campaign Action Report and offers sincere congratulations to the members involved in the campaigns at BYTEC and in the Longman byelection.

9. TAFE Report

THAT Council note the TAFE Report.

10. Branch and Area Council Business

1. South Queensland Area Council and Lockyer Branch

THAT the QTU call on the Education Minister to reinstate the Department of Education's International Teacher Exchange Program.

11. A2 Curriculum – NAPLAN

1. THAT State Council note the decisions of Executive regarding NAPLAN and the lifting of the NAPLAN Online ban in relation to semester two time-sensitive preparation activities.

2. THAT the ban on the 2019 NAPLAN Online test only be lifted if:

- the Queensland Department of Education can guarantee that there will be no disadvantage experienced by those moving to NAPLAN Online;
- an effective joint statement between the union and the Department of Education that addresses the concerns the QTU has raised about the impact of NAPLAN in Queensland has been negotiated;
- the Queensland Government is committed to acting on the findings of the Queensland NAPLAN Review.

3. THAT State Council ratify the decision of Executive to approve the position statement on NAPLAN and note the report on the NAPLAN Review.

4. THAT Council once again acknowledges and congratulates schools who took action in banning NAPLAN Online.

5. THAT Council, in light of the recent revelations around the discrepancies between the results of paper tests and online tests, noted that the only state schools impacted by NAPLAN Online were those who chose not to follow the QTU's directive in banning NAPLAN Online.

12. A2 Curriculum – implementation of new QCE, Senior Syllabuses and Assessment

1. THAT the report on academic integrity courses, alternative sequences, regional QCE officers and Department of Education support materials be noted.

2. THAT State Council note the report on the calculation of subject results in the new QCE system.
3. THAT the QTU establish a formal QTU SATE Consultative Group (SCG) to develop a preferred QTU position in relation to matters arising out of the SATE implementation, predominantly, the calculation of subject results and reporting to parents.
4. THAT the QTU SATE consultative group consist of interested members of QTU committees, QTU State Council, QTU Area Councils, and members of QTU Executive.
5. THAT Council note that any position or recommendations developed by this group will be referred to Executive and senior officers for further consideration and when endorsed, will provide the basis for future discussions with both the Department of Education and the QCAA.
6. THAT Council note the report regarding issues experienced by small, regional and remote schools implementing the new QCE.
7. THAT Council note that the QTU will continue to meet with the Department of Education to consider ways to address the issues being experienced in small, regional and remote schools.
8. THAT the QTU advocate to the Department of Education and the Minister for Education that, in recognition of the unique problems being experienced in some small, regional and remote schools, greater resourcing be provided on a needs basis.
9. THAT schools experiencing concerns regarding the implementation of the new QCE be encouraged to raise the matter with the Department of Education in the first instance and, if unable to reach a satisfactory outcome, be supported to undertake a campaign at a local level.
10. THAT Council note that Executive and Regional Organisers will monitor this situation and consider state-wide or local campaigns to draw attention to these issues and ensure schools receive additional resourcing and support.

### 13. National Issues Report

1. 1. THAT Council note the report of QTU involvement in the Longman by-election and the overall Fair Funding Now! Campaign.
2. THAT Council note the report of the AEU Federal Executive of 27-28 June 2018 and special Federal Executive meeting.
3. THAT Council congratulate Darcel Russell on her appointment as Federal Aboriginal Education Officer.
2. 1. THAT Council note the report on the 2018 ACTU Congress.
2. THAT Council ratify the decision of the QTU Executive to make a contribution of \$250,000 from the QTU Campaign Reserve to the ACTU "Change the Rules" campaign to the AEU for the purpose of media advertising.

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3. THAT the QTU continue to support the QCU Young Workers' hub and commends those young workers responsible for its creation.
3. 1. THAT Council notes the reports of the development of the next education funding agreement between the Commonwealth government and the states and territories and, in particular:
    - the advanced stage of the negotiations
    - the secretive development of the draft agreement without consultation, nationally or at a state level, with teacher unions as representatives of teachers and principals in state schools
    - the apparent inclusion of so-called reforms rejected or not pursued in the reviews, including Gonski 2.0, which are supposed to form the basis of the funding agreement
    - the inclusion at this stage of "reforms" that are professionally or industrially unacceptable, that reduce professional autonomy, that reduce the say of professional teachers and principals, or exacerbate workload pressures.
  2. THAT Council condemn the process of negotiating educational change attached to funding in secret and between bureaucracies without consultation with, or regard to, the views of teachers and principals expressed through their representative organisations.
  3. THAT in the event of the federal funding agreement being assessed as professionally and/or industrially unacceptable by Executive, the QTU ballot members on the following industrial action:
    - i. a 24 hour state-wide stoppage, and
    - ii. work bans in the form of a boycott of unacceptable requirements of the agreement.
  4. THAT Council authorise Executive to vary the terms of the ballot, if necessary, in the light of changing circumstances.
  5. THAT the QTU, in conjunction with the AEU and other state/territory unions, continue to use all means of consultation available, including lobbying prior to the Education Council in September, to ensure the requirements of the funding agreement are acceptable to teachers and principals.
14. A3 Education leaders' issues
1. THAT State Council note the Education Leaders' report.
  2. THAT State Council endorse the matter of Higher Duties being part of the EB9 negotiations and be extended to include TAFE EB negotiations.
  3.
    1. THAT QTU State Council reaffirm the position that the divisive separation of Queensland schools into a two-tier system through the IPS scheme, be ended.
    2. THAT QTU State Council reaffirm the fundamental importance of the transfer and relocation system, and the attached rights of QTU members, to the needs-based delivery of education to students throughout Queensland.

3. THAT QTU State Council reaffirm the position that beneficial elements of localised decision-making, eg increased professional autonomy, should be extended to all schools and not just IPS.

15. A8 Legal Issues – Investigations and discipline

THAT Council note the report on Legal Issues – Investigations and discipline.

16. A4 New educator issues

THAT Council note the report on new educator issues and that the strategy for completion of the claim be endorsed.

17. A5 Workload

1.

- THAT the QTU supports the request for a pool of LRTs, including a pool of five (5) LRTs for Central Highlands, for short-term replacements by 20 August 2018. Should the LRTs be placed on term or longer engagement, these LRTs be replaced so the pool can be maintained.
- Should the Department of Education not accommodate this request, that self-selected schools across Central Queensland ballot for a stop work meeting on a date to be determined to consider the Department of Education's response and further steps in the campaign.

2. THAT Council note the report on workload.

18. A6 Education for students with disabilities / ECDPs / NDIS

1. THAT Council note the report on Special Education.

2. THAT Council expresses support for QTU members employed at the Barrett Adolescent Centre Special School – Tennyson.

3. THAT Council calls on the Queensland Government to provide a report to the QTU on the implementation of the 39 recommendations of the Barrett Adolescent Centre Commission of Enquiry.

4. THAT Council calls on the Department of Education to continue a Barrett program to provide education services to adolescents with mental health disorders.

5. THAT Council calls on the Department of Education to ensure all staff employed at the Barrett Adolescent Centre Special School – Tennyson are notified and consulted over changes to the Barrett program and their continued employment, and that employees are afforded opportunities to continue at Tennyson, transition to the new Tier 3 facility, transfer to Lady Cilento Children's Hospital, or other negotiated options.

6. THAT Council calls on officers of the QTU to continue to engage with the department in a review of the direct to school funding model for EAL/D.

19. Ballot result

Mr G Moloney advised Council that, as a result of the ballot to elect one member of the Agenda Committee, Ms R Humphreys was successful in the ballot and was therefore declared elected to the position.

20. A7 Department of Education Student Dress Code Policy

THAT QTU State Council congratulate Minister Grace Grace on the release of the revised Student Dress Code procedure.

21. A9 QTU Nominee on the Queensland College of Teachers (QCT) Board

THAT in relation to a QTU nominee on the QCT Board, given the timeframe and lack of nominee through the usual QTU nomination procedures, the following process be followed for the upcoming term of office only (1.1.2019 – 31.12.2021):

- Call for expressions of interest for a QTU nominee on the QCT Board.
- Executive consider the EOIs and determine the relevant person to nominate for the QCT Board.
- Nominees be advised of the outcome of Executive's decision.
- QCT be advised of the name of the QTU's nominee on the QCT Board.

22. A10 Teacher housing and infrastructure

1. THAT Council note the report on the draft teacher housing policy.
2. THAT Council note that \$10 million had been reinstated to the 2018-2019 upgrades and maintenance of teacher housing, taking the total amount back to \$13.5 million (the original allocation).
3. THAT Council note the report on the draft Housing Improvement Program.

23. Outside Body Reports

1. THAT the QTU expresses its concern at the delays in the establishment of a publicly owned renewable energy power generator and demands that the Premier, Treasurer and Queensland government keep their promises to Queenslanders and commit to build, own and operate 1 gigawatt of public renewables generation in the term of this government.

FURTHER THAT the QTU support the campaign by the ETU to ensure that the construction and operation of renewable energy in Queensland is geared to the creation of secure, highly skilled and well-paid employment, particularly in the local areas where solar farms and other forms of renewable energy are developed.

2. THAT Council note the following Outside Body Reports:
  - AEU National Early Childhood Committee
  - AEU National Principals Committee
  - AEU Federal Women's Conference 2017

- Anna Stewart Memorial Project
- Applicant Review Panel
- QSuper
- QCU Unions for Refugees Working Committee
- Union Shopper
- Queensland College of Teachers Board
- Queensland Council of Unions

3. THAT Council note the second report on the uLead Conference 2018.

24. Accreditation of Observers to the AEU Federal Conference in February 2019

THAT the following people be accredited as observers to the AEU Federal Conference in 2019:

Ms J Streeter  
Mr P Thompson  
Ms C Munro  
Ms L Broadhurst  
Ms K Ward  
Ms M Bailey  
Mr A Thompson  
Ms P Bosomworth  
Ms T Frischherz  
Ms C Dunn  
Mr R Iffinger  
Mr S Mogno  
Mr B Hubbard

Executive Report B, Addendum to Executive Report B and Executive Report C

THAT Council ratify the decisions of Executive as contained in Executive Report B, Addendum to Executive Report B and Executive Report C:

Executive Report B

1 Legal Accounts

THAT payment of the accounts for Sean Reidy - \$3,960.00; Holding Redlich - \$1,496.00; and Holding Redlich - \$1,120.80 be ratified.

2 AEU Public Education Levy for 2nd quarter 2018

THAT the payment of \$44,546.70 including GST of \$4,049.70 for the Public Education Levy for the 2nd quarter 2018 be ratified.

3 AEU Public Education Levy fees for 3<sup>rd</sup> quarter 2018

THAT the payment of \$44,546.70 including GST of \$4,049.70 for the Public Education Levy for the 3<sup>rd</sup> quarter of 2018 be ratified.

- 4 AEU Capitation fees, Australian Educator and TAFE Teacher publications for 2<sup>nd</sup> quarter 2018; ACTU Subscription and Education International Subscription for 3<sup>rd</sup> and 4<sup>th</sup> quarter 2018

THAT the payment of \$576,798.78 including GST of \$47,907.95 as payment for Capitation fees, Australian Educator publication, and TAFE Teacher publication for the 2<sup>nd</sup> quarter of 2018; and ACTU subscriptions and Education International subscriptions for the period 1.07.2018 to 31.12.2018 be ratified.

- 5 AEU Capitation fees, Australian Educator and TAFE Teacher Publications for 3<sup>rd</sup> quarter 2018

THAT the payment of \$392,233.70 including GST of \$35,657.61 as payment for Capitation fees, Australian Educator publication, and TAFE Teacher publication for the 3<sup>rd</sup> quarter of 2018 be ratified.

- 6 AEU International Trust Fund 1<sup>st</sup> and 2<sup>nd</sup> quarters 2018

THAT the payment of \$55,000.00 (including GST) to the AEU International Trust Fund for the 1<sup>st</sup> and 2<sup>nd</sup> quarters 2018 be ratified.

- 7 Queensland Council of Unions Affiliation Fees

THAT the payment of \$175,292.36 as the bi-annual fee to the Queensland Council of Unions be ratified.

- 8 Quarterly Legal Account – Professional Costs as at 30 June 2018

THAT the payment of \$145,262.62 (including GST of \$13,205.69) to Holding Redlich Lawyers for professional costs on non-retainer files and Outlays on non-retainer and retainer files for the period ending 30 June 2018 be ratified.

- 9 Legal Assistance to a member

THAT Council ratify the decision of Executive to pay for legal assistance to the QTU member.

- 10 Donation to ETU and AMWU workers at Esso Longford, Victoria

THAT Council ratify the decision of Executive to donate \$10,000 to workers involved in the Esso Longford dispute in Victoria.

- 11 AEU “Jobs for Women” film project

THAT Council ratify the contribution of up to \$10,000 towards the “Jobs for Women” film project, as part of an overall AEU contribution.

- 12 QTU Promotion Selection Panel nominees

THAT the following nominations for promotion selection panels, endorsed by their branch and approved by Executive, be ratified by Council:

Closing Date: 2 March 2018

Name	Member Number	School
Heather Murry	5171260	Biloela State High School
Fiona Free	2165513	Nambour State College
Grant Williams	2109833	Brisbane Bayside State College
Annette Fanning	5127331	Bray Park State High School

Closing Date: 9 April 2018

Name	Member Number	School
Rebecca Lovelock	5173936	Spinifex State College – Mount Isa – Junior Campus
Belinda Eckford	2130316	Bucasia State School

Closing Date: 8 May 2018

Name	Member Number	School
Kendall Seccombe	5178514	Millchester State School
Callie Kennedy	5235577	Coowonga State School

### 13 Professional Issues Committee

THAT Council ratify the appointment of Mrs Amanda Tu as a member of the Professional Issues Committee for the remainder of the three (3) year term ending May Council 2020, or such other term as determined by Council/Conference.

### 14 Working Conditions Committee

THAT Council ratify the appointment of Ms Beck Humphreys as a member of the Working Conditions Committee for the remainder of the three (3) year term ending May Council 2020, or such other term as determined by Council/Conference.

### 15 QTU representative on the QCT Professional Standards Committee

THAT Council ratify the appointment of Mrs Amanda Tu as the QTU representative on the Professional Standards Committee of the Queensland College of Teachers for the remainder of the three (3) year term ending December 2020.

### 16 Lead Union Representative

THAT Council ratify the appointment of Mr Peter Thompson as a Lead Union Representative, North Queensland, for the remainder of the term until 31 December 2018.

### 17 Principal Union Representative

THAT Council ratify the appointment of Mr Doug Watson, from Pine Rivers State High School, Metro North Area Council, as a Principal Union Representative, for the remainder of the term until 31 December 2020.

Addendum to Executive Report B

## 1 Promotion Selection Panels – QTU Nominees

THAT the following nominations for promotion selections panels be ratified by Council:

### Closing Date: 31 October 2017

Name	Member Number	School
Maree MORTLOCK	2126383	Bray Park State School

### Closing Date: 28 November 2017

Name	Member Number	School
Ann CAMPBELL	2108908	Kurwongbah State School

## 2 Service Awards

THAT Executive recommend to Council that QTU Service Awards be conferred on Ms Gail Anzolin, Ms Pamela Liddell, Mr Mike Mortimer, Mr Ken Murdoch, Mrs Narelle Pennington and Ms Julie Herriot, and that the awards be presented at convenient times.

## 3 Principal Union Reps

THAT Senior Officers, exercising Executive powers, recommend to Council that the following be appointed as Principal Union Reps for the remainder of the term ending 31 December 2020:

Ms Susan Evans, Principal, Ballandean State School, South Queensland Area Council Ms Marion Henry, Principal, Emu Creek State School, South Queensland Area Council Mr Phil Jenkins, Deputy Principal, Goondiwindi State High School, South Queensland Area Council.