

Memorandum of Agreement

MASTER TEACHER

Between

Department of Education, Training and Employment

and

The Queensland Teachers' Union of Employees

Application and Purpose

1. This Memorandum of Agreement ("the MOA") applies to Department of Education, Training and Employment employees undertaking the role of Master Teacher ("subject employees").
2. The purpose of the MOA is to prescribe arrangements for the subject employees that are binding on, and enforceable by, the parties in accordance with the MOA and *Department of Education, Training and Employment School Teachers' Certified Agreement 2012* ("the Certified Agreement").
3. The parties agree to abide by the terms of the MOA, having regard to the application and purpose of this MOA.

Objective

4. The objective of this agreed position is to provide a framework for the terms and conditions of service for the subject employees. Any review of this position should occur through consultation and review between the parties.

Date and Period of Operation

5. The MOA shall remain in force from *1 October 2014* for the operative lifetime of the Certified Agreement.
6. The parties may agree to vary the MOA by written agreement signed by the parties during the life of the MOA/Agreement.

Termination of Agreement

7. Either party may terminate this Agreement by providing written notice to the other party.
8. This MOA will cease to have effect 16 weeks after a party provides such written notice of termination to the other party.

Dispute Resolution

9. In accordance with the Dispute Resolution provision (Part 3) of the Certified Agreement, either party may seek the assistance of the Queensland Industrial Relations Commission ("the Commission") in relation to a dispute arising from the application of the MOA.
10. The parties may not seek the assistance of the Commission in relation to the creation of this or a replacement MOA.

G. M.

11. In accordance with s.181 of the *Industrial Relations Act 1999*, the parties must not engage in industrial action in relation to the MOA.

Arrangements

12. The following arrangements will apply to subject employees:

12.1 Application of Industrial Instruments and Directives

Existing Industrial Instruments and Directives are to apply except for the following matters:

- (i) secondment/temporary engagement to a higher duties arrangement to be made for up to three years; and
- (ii) payment at the relieving rate will be made for all leave occurring within the first year of appointment, then for any subsequent period (as currently provided for in directives).

Engagement as a Master Teacher contributes as service in the substantive teaching classification and will count toward service for a Senior Teacher and Experienced Senior Teacher.

12.2 Hours of duty – Master Teacher

The hours of duty for a Master Teacher are the same as those for a classroom teacher, that is, 25 hours per week.

12.3 Role, function and responsibilities of a Master Teacher

The Master Teacher is not to be utilised as a classroom teacher. The duties of a Master Teacher will be consistent with those in the role description and will be allocated as agreed with the principal/s.

12.4 Clustering of Schools for Master Teachers

A master teacher may be required to perform duties across a number of schools.

Time required for travel between schools on the same day will be considered part of the Master Teacher's work program and will be incorporated within rostered duty time.

Where the distance from home to the circuit school is greater than that for the base school, additional time required to travel to the school is to be incorporated in the Master Teacher's work program and therefore within rostered duty time. Wherever possible the Master Teacher's circuit should be designed to service a cluster of schools to minimise travel time. The roster will take into account the following variables:

- (iii) number of schools in the circuit;
- (iv) complexity and range of duties associated with each school;
- (v) distances travelled and road conditions;
- (vi) involvement in school co-curricula activities; and
- (vii) involvement in other activities approved by principals or regional directors.

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Where a Master Teacher services more than one school, the principal will reasonably adjust the expectation of co-curricular involvement, , e.g. delivery of Professional Development, Twilight sessions, travel time, research component etc .

Master Teachers may be required to provide relief during non contact time periods availed of by classroom teachers in circumstances where usual relief arrangements are unable to be effected for emergent reasons. However, the systematic timetabling of Master Teachers for the purpose of providing non contact time is contrary to the intent of the master teacher role and this MOA.

Master Teachers are not to be allocated bus and playground duty except in emergent circumstances.

12.4 Travel related costs

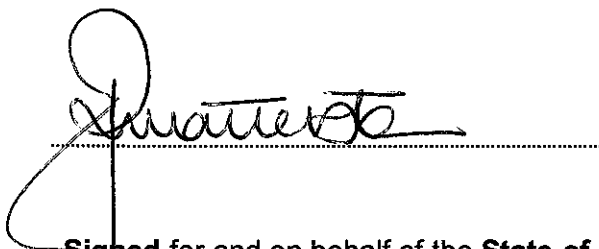
Costs associated with travel and vehicle provision will be in accordance with existing departmental policies and procedures to ensure that Master Teachers are not disadvantaged.

12.5 Return to Base School

Master Teachers will be returned to their original school on completion of the higher duties engagement unless otherwise agreed by the teacher and the Department of Education, Training and Employment.

SIGNING

Signed by the Parties on the dates set out below.



Signed for and on behalf of the **State of Queensland** represented by the **Department of Education, Training and Employment** through Education Queensland

by Jim Watterston

this 13th day of October 2014



Signed for and on behalf of the **Queensland Teachers' Union of Employees** by the person named below who warrants they are duly authorised to sign for and on behalf of the **QTU**

by GRAHAM MOLONEY

this 16th day of October 2014