

Implementation of the Department of Education State School Teachers' Certified Agreement 2019

While the date for certification of the proposed agreement is not yet known, it is likely that most schools will have already commenced consultation regarding the timing of the mandatory professional development hours for 2020, in order to ensure that the processes are agreed prior to the end of the 2019 school year.

From the commencement of the 2020 school year, the timing of the student free days and the flexible student free day hours will be different.

Key changes

From 2020 there will be:

- three gazetted student free days (staff professional development days)
- 10 hours of mandatory professional development to be undertaken in addition to the student free days (formerly referred to as flexible student free day hours)

Student free days

The gazetted student free days are **Thursday 23 January, Friday 24 January 2020** and **Friday 4 September 2020***.

*NB: The new Queensland Certificate of Education (QCE) system includes new processes to strengthen the quality and comparability of school-based assessment. These processes include endorsement of school-based assessment, and confirmation and ratification of student results. To support participation in the confirmation process, the government has moved the staff professional development/student free day currently scheduled for 19 October 2020 to Friday 4 September 2020.

However, the proposed agreement outlines that the hours from Friday 4 September (the term 3 student free day) may be used flexibly if agreed to at the local level. This agreement would occur following consultation through the LCC (in schools required to have one) or in accordance with the consultation processes prescribed for schools with fewer than 20 employees.

Mandatory professional development hours

In lieu of gazetted flexible student free days in the mid-semester 1 school holidays (Easter holidays), teachers must undertake an **additional 10 hours** of professional development each year.

These 10 hours can be utilised in a number of ways.

1. They can be worked as an additional student free day at the start of the year (e.g. Wednesday 22 January 2020 = 5 hours or it could be longer e.g. 6-8 hours)
2. They can be added to the gazetted student free days (e.g. rather than being five hours each, these days might be 8 hours each)
3. They can be accessed as after school professional development at a later time during the term/year
4. They can be provided in lieu of undertaking mandatory training online and outside school hours.

NB: This is not an exhaustive list. The suggestions may be used in combination with each other or stand alone.

The programming of these mandatory professional development hours throughout the year will occur following consultation and agreement through the LCC (in schools required to have one) or in accordance with the consultation processes prescribed for schools with fewer than 20 employees.

Should you require any further advice or information, please contact the Queensland Teachers Assist Desk, either via the QTU website or by calling 1300 11 QTAD (7823).

Authorised by Graham Moloney, General Secretary, Queensland Teachers' Union, 21 Graham St, Milton Q 4064