

## Term 4, 2018



**Kelly Creedon**

**QTU Organiser -  
Logan Redlands**

### Fair Funding Now – Campaign Update

During the Fair Funding Now! week of action the QTU conducted a variety of activities ranging from school gate handouts, market stalls, morning teas and other events all over the state. Thank you so much to those who volunteered and had some great conversations with teachers and community members.

If you haven't done so already, please make sure you show your support and keep updated on the campaign by signing at: <http://www.fairfundingnow.org.au/>. If you'd like to get involved in local activities we will be undertaking in the lead up to the Federal Election, please contact me.

### Enterprise Bargaining – Preparing for EB9

Consultation in workplaces occurred between the 20 August to 12 September. QTU members were asked to vote on several resolutions and give their feedback about the EB draft claim. From these meetings it was decided that **PPCR, workload, and gender pay equity** would be the three key elements of the EB claim. (97 per cent in favor). Additionally, members were asked to rank the following issues in order of priorities, resulting in:

- |                |               |                        |  |
|----------------|---------------|------------------------|--|
| 1. Class Sizes | 2. NCT        | 3. Part-time           | 4. Incentives for rural and remote locations |
| 5. Permanency  | 6. Allowances | 7. Professional issues | 8. Workplace health and safety               |

The next stage is for a draft claim to be considered by members at branch meeting in the first four weeks of term four. These branch meetings will provide members with the opportunity to consider the outcome of workplace meetings and ask questions regarding the final draft claim, prior to its consideration by State Council at its meeting on 3 November. The claim will then form the substance of negotiations when these commence in 2019.

For the latest update on EB please see the members newsflash [here](#).

### Branch Meetings in Logan Redlands

<u>Cleveland/Capalaba/Redlands combined</u>	<u>Gold Coast Corridor</u>	<u>Beenleigh</u>
Tuesday 23rd October 2018 Wellington Point SS 3.45pm for a 4pm start	Wednesday 24th October 2018 Whistlestop Cafe, Pimpama 3.45pm for a 4pm start	Monday 29th October 2018 Beenleigh RSL 3.45pm for a 4pm start

### Higher duties outcome

At the end of term three, the QTU was advised that a successful outcome had been reached in relation to the payment of higher duties over school vacations. Following negotiations with the department and Minister, the QTU was informed that the clauses in the Teaching in State Education Award take precedence over the new directive. This means heads of program and school leaders currently acting in higher level positions will be paid the higher duties allowance over the school holidays.

Back payment of the higher duties allowance that was not paid over the winter holidays will occur in coming pay cycles.

## Representing you... Committee Members in Logan and Redlands

I would like to introduce you to some of our local representatives on QTU Committees that we have within our organisational structure. The below QTU members are from our area and represent YOU in specific areas. These representatives can be a contact point and source of advice/ information for other members in their relevant committee areas. These representatives are also valuable in providing a specialist perspective on education and industrial issues for the QTU.

QTU Executive			
Andrew Beattie		Browns Plains SS	
Andrew Thompson		Redland District Special School	
<b>Education Leaders Committee</b>		<b>Professional Standards Committee of the Queensland College of Teachers</b>	
Andrew Beattie	Browns Plains SS	Amanda Tu	Yarrabilba SS
Andrew Thompson	Redland District Special School	<b>Working Conditions Committee</b>	
Brent Woollett	Crestmead SS	Neil Bradley	Shailer Park SHS
<b>Special Education Committee</b>		<b>Professional Issues Committee</b>	
Andrew Thompson	Redland District Special School	Amanda Tu	Yarrabilba SS

## Arts Specialists in Schools

### Q. How does the Primary Arts Curriculum impact on music specialists?

A. Recently, the QCAA report recommended that three out of five art subjects be taught in P-6 – at least one visual arts subject and one performing arts subject plus one other, either visual or performing. The department have decided to make a combined arts subject available in C2C. A combined subject will make it easier for the general classroom teacher to teach different elements of the arts, however the teaching of music must continue to be taught by the music specialist as they (along with PE and LOTE teachers) are specifically funded in school budgets to provide non-contact time for classroom teachers in primary schools. If a school chooses to require a teacher other than the general classroom teacher to teach the other strands of the arts subject, it would need to employ an additional teacher, as music specialists are employed to teach music and cannot be required to teach other subject areas unless they would like to implement all strands.

### Music specialist

There seems to be some confusion around Music Specialists in schools being turned into 'Arts Specialists'. There are a few things to consider if you are coming across this:

1. There is no such thing as an 'Arts Specialist'. It is not a recognised term under the Teaching in State Education Award or the Certified Agreement and therefore is not an actual position. You can't advertise for an 'Arts Specialist' because EQ don't employ 'Arts Specialists'.
2. A Music Specialist is employed under the Award provisions for Specialist Teachers and therefore is required to teach music, not The Arts.

That said, if a school chooses to 'top up' their allocation of a teacher who is a Music Specialist, they may use that teacher for other classes/lessons.

For example: Macy Music is employed as a Music Specialist in a State School. The music allocation to the school based on student numbers is 0.7 FTE. The school decides to fund Macy an extra 0.3 FTE so that she is at the school full time. The school may choose which subject/classes Macy may teach for the extra 0.3 provided that Macy gets her full allocation of release time as outlined in the QTU document Timetabling Issues for Teachers – A QTU Guide <https://www.qtu.asn.au/qtuguide-timetabling>

## Workload and Wellbeing Awareness Month WWAM

Coming up in November we will again be celebrating WWAM! Keep an eye out for events in your area, at your school and information on how you can address workplace and personal issues relating to your workload and wellbeing.

Workload and wellbeing resources [here](#).



**Healthy Wealthy and Wise event** - Keep an eye out for your invite, coming soon!



Hear from our great presenters:



### LCC- suggested topics for term 4 2018 and term 1 2019

Every school is required to have an LCC if you have more than 20 employees. The LCC is the local consultative committee, a union/management committee responsible for effective change management within the school. How this is achieved is inherent in its name – through consultation. To assist admin and QTU members we have created an example program with suggested topics. Some suggested topics for the end of 2018 and the start of 2019 are listed below to assist schools. Further information can be accessed via our guides located [here](#).

Term 4 2018	Term 1 2019
<ul style="list-style-type: none"> <li>• Establish/review bus and playground duty roster for following year</li> <li>• Review length and timing of meal breaks for following year</li> <li>• Conversion of staff to TRS</li> <li>• Review system of collegial engagement in classrooms</li> <li>• Review planning processes in school</li> <li>• Initiation/implementation/ evaluation of workplace reform</li> <li>• OHS</li> <li>• IAS proposals</li> <li>• Establish/review agreed processes re: staff meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Consultation re: the initiation of the annual performance review in the school (evaluation/review after 12 months)</li> <li>• Consideration of converting workplace reforms to permanent reforms</li> <li>• Initiation/implementation/ evaluation of workplace reform</li> <li>• Conversion of staff allocation to TRS</li> <li>• Consultation re: school reporting processes, including timing of parent/teacher interviews and mid-semester reports</li> <li>• Consultation re: system of collegial engagement in classrooms</li> <li>• OHS</li> </ul>

### Training Dates for Term 4

The Union offers a range of courses and seminars focusing on supporting its members by developing skills in a variety of areas through QTEC and organiser run training. For QTEC training dates for Semester 2 click [here](#). Further Organiser led training will be communicated via email and [here](#).

Event	Date	Time	Location
<i>Highly Accomplished Teacher and Lead Teacher In-Depth Session</i>	22 October 2018	9.00am – 3.00pm	Picnic Creek SS
<i>Highly Accomplished Teacher and Lead Teacher In-Depth Session</i>	30 October 2018	4.00pm – 8.00pm	Marsden SS
<i>Advanced Union rep Training</i>	7 November 2018	9.30am – 3.00pm	QTU Milton
<i>Assertiveness Training Level 2</i>	7 November 2018	3.45pm– 5.30pm	Kingston SS
<i>Assertiveness Training Level 2</i>	8 November 2018	3.45pm– 5.30pm	Picnic Creek SS
<i>Healthy, Wealthy &amp; Wise Event</i>	27 November 2018	4.00pm – 6.00pm	Diggers Services Club
<i>Logan Redlands Christmas Party</i>	1 December 2018	3.00pm – 5.00pm	Springwood Office

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