

**Queensland Teachers' Union**  
**Resolutions from the meeting of Council on Saturday, 3 November 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 11 August 2018 be confirmed as a true record of the proceedings of that meeting.

**2. Agenda Committee Report**

THAT the following reports be noted:

- Executive Report A5 WWAM
- Executive Report A6 LGBTIQ+ Action Group
- Executive Report A8 Aboriginal and Torres Strait Member Seminar
- Executive Report A9 Teacher Housing Policy and Procedures
- QTU Standing Committee Reports on Annual Work Plans
- TAFE Report

**3. Sorry Business**

Council observed one minute's silence in contemplation of Sorry Business following the addresses by Mr K Bates and Mr G Moloney in relation to the recent passing of Mr Arthur Johnson, Mr Edward Harmsworth and Mr Terence Callaghan. Mr Moloney advised that he would provide the address focussing on Mr Ted Harmsworth's history with the QTU to March 2019 Council.

**4. EB9**

1. THAT State Council note the report on the EB9 campaign for schools.
2. THAT State Council adopt 4.5 percent per annum as the QTU salary claim.
3. THAT State Council endorse the EB claim as amended.
  1. THAT the QTU, as part of the log of claims in respect to RAIS, call for an increase in the amount of financial benefit for teachers in relevant centres and that this benefit continue to increase in value equal to future EB percentage increments.
  2. THAT priority be given to moving towards non-contact time parity with secondary teachers for primary and special teachers within the non-contact section of the log of claims.
4. THAT Council note the reports under Executive Report A1 EB:
  - EB9 claim development and EB9 Log of Claims
  - Highly accomplished teacher and lead teacher (HAT and LT)
  - Experienced senior teacher and senior teacher issues
  - TAFE EB10.

## 5. A2 Curriculum

1. 1. THAT Council note the report on A2 Curriculum.
2. THAT Council notes the progress made in relation to the Alternative Sequence syllabuses and thanks QTU members for raising these issues on behalf of their colleagues.
3. THAT Council note that, while NAPLAN Online preparation activities continue in Semester 2, 2018 and Semester 1, 2019, the ban on NAPLAN Online for 2019 remains in place until conditions set by the Union are met.
4. THAT Council acknowledges the advocacy of Union members regarding support for teachers in making judgements and reporting on Units 1 and 2 of the new senior syllabuses and reporting satisfactory achievement to the QCAA for QCE purposes and notes that, should appropriate support and resources not be forthcoming, QTU senior officers will take this matter up with senior officers of the QCAA and the Department of Education.
2. THAT Council express a preference that ATAR results not be reported by band.
3. THAT QTU State Council calls upon Together and United Voice to consider how the Joint Statement on NAPLAN in Queensland schools may impact on their members and how they might demonstrate solidarity with QTU members in relation to NAPLAN.

## 6. A3 Amendments to the QTU Rules

1. THAT the proposed amendments to Rule 2.1 Dues be adopted.
2. THAT Rule 12.2 TAFE Workplace Representation be deleted and the following rules be renumbered:  
  
Rule 12.3 TAFE Branches become 12.2  
Rule 12.4 TAFE Council become 12.3  
Rule 12.5 TAFE Executive Committee become Rule 12.4.

## 7. Appointments Committee Report

1. THAT Council ratify the decisions of Executive to create the position of Administrative Officer/ Professional Development:
  - (a) THAT the Administrative Officer staffing establishment (excluding senior officers) be increased to 22.8 FTE (21.8 employed, 1.0 provisions) from the start of term 1 2019.
  - (b) THAT Executive, in accordance with rules 9.2(a) and 5.1(b), approve the creation of the position of Administrative Officer/Professional Development from the start of term 1 2019.
2. THAT Mrs Rebecca Hack be appointed Administrative Officer/Professional Development with the Queensland Teachers' Union.

## 8. Financial Statements

THAT Council note the Revenue and Expense Statements as at 31 July, 31 August and 30 September 2018.

**9. Trustees Report**

THAT Council receive the Trustees Report.

**10. Recruitment/Membership Growth Report**

THAT Council note the Recruitment/Membership Growth Report.

**11. Aboriginal and Torres Strait Islander membership growth project – QTU Recruitment Officer**

THAT Council note the Aboriginal and Torres Strait Islander membership growth report.

**12. Reclaim the Profession/Campaign Action Report**

1. THAT State Council notes the campaign action reports and extends congratulations and thanks to the QTU activists involved in the campaigns.
2.
  1. THAT State Council congratulate the Queensland Premier, Deputy Premier, Minister for Women, Health Minister and other members of the Queensland Parliament for supporting the move to decriminalize abortion in our state and thank them for recognizing that abortion is a health issue and not a crime.
  2. THAT the State Council thanks officers and activists of the QTU (many of whom are here today), as well as those of other trade unions for their leadership and tireless campaigning to make these changes a reality and allow Queensland women autonomy over their bodies and health.

**13. A4 Education Leaders**

1.
  1. THAT QTU State Council note the report on the Evaluation of the Independent Public Schools (IPS) Initiative (the Report) conducted in 2018.
  2. THAT QTU State Council condemns the decision of the Queensland State Government to extend the funding and operation of the IPS initiative for the term of the current government at a cost of some \$25 million over two years.
  3. THAT the QTU State Council calls on the Premier to ensure that the full \$25 million cost of extending IPS is provided to the Department of Education from Treasury to ensure that not one dollar of funding intended for students is wasted on funding IPS for two more years.
  4. THAT the QTU State Council notes the decision of the State Government to provide no response to the evaluation of IPS pending further consideration by the IPS Strategic Directions Steering Committee and a recommendation to State Cabinet on the best manner in which to respond to the recommendations.
  5. THAT the QTU be represented on the IPS Steering Committee by the QTU President.
  6. THAT the QTU works with the Steering Committee to reshape the recommendations of the Report to more closely reflect QTU policy and positions on IPS, with a particular focus on: a transfer and relocation system which maintains the strength of the state school system, provides schools with the professional expertise they need, and retains the industrial rights of individuals and treats them with respect; ensuring that school councils focus on their intended purpose of broadening community and industry links; replace unwarranted interference by regional structures in school operations with positive supportive partnerships and extending support for professional autonomy and collegiality beyond school leaders, to include classroom teachers.

7. THAT, in working with the Steering Committee, the QTU also focus on strengthening professional autonomy in all schools in all geographic locations and across all ICSEA quartiles.
  8. THAT the QTU continue to campaign for adequate and long-term resourcing for all schools to ensure that schools can implement programs and enhanced permanent staffing levels associated with increased local decision making.
  9. THAT, in the lead up to, and as a major focus of, the 2019 Biennial Conference, the QTU undertake a major research, member communication and political lobbying project to define what the professional autonomy looks like that strengthens schools and systems, versus the kind of autonomy that weakens them.
  10. THAT the QTU encourage members and schools to communicate the QTU dissatisfaction with the decision to extend the IPS program to the Premier and the Education Minister.
2. THAT State Council, in the absence of specific changes to HR processes reported by government prior to the end of the 2018 school year, supports industrial action by QTU members until the Queensland government immediately ensures:
    - IPS participate fully in standard Department of Education transfer and relocation processes;
    - explore mechanisms to suspend the IPS grant payments to IPS.
  3. THAT Council note the Education Leaders report.
  4. THAT Council note the report on the Promotional Position Classification Review (PPCR).

#### **14. A5 Workload - survey**

THAT Council note the report on the 2018 QTU/ACER Member Workload Survey and note that the findings of the final QTU Workload survey report will be provided to March Council 2019.

#### **15. A7 QTU 2018/19 state budget submission summary**

THAT Council endorse the 2018/19 QTU Budget Submission Summary.

#### **16. National Issues Report**

1. 1. THAT Council endorse the proposed plan for the Fair Funding Now! campaign.
2. THAT the QTU employ three coordinators from the start of 2019 for a period of six months to support the Fair Funding Now! campaign, funded from the campaign reserve.
3. THAT Executive and the General Secretary be authorised to approve any further expenditure related to the Fair Funding Now! campaign.
4. THAT Council ratify the QTU contribution of \$250,000 to the ACTU "Change the Rules" media campaign.
5. THAT State Council endorse the AEU's Executive positions in relation to ACARA and AITSL.

## 2. Refugees and People Seeking Asylum – Manus and Nauru; #kidsoffNauru

1. THAT QTU State Council note the report on the actions in relation to the detainees on Nauru and Manus taken by the QTU, the Independent Education Union and through us, the Teachers for Refugees and People Seeking Asylum Special Interest Group, on behalf of the teaching profession.
  2. THAT the QTU condemns the Morrison federal government for continuing the detention of refugees and people seeking asylum in prison camps on Manus and Nauru and for ignoring international condemnation of their abhorrent treatment of all detainees, especially the children.
  3. THAT the QTU urges all teachers, principals and school support staff to wear blue on Tuesday 13 November in solidarity with the “Blue for Nauru” campaign to get the kids and their families off Nauru.
  4. THAT the QTU ballot members in self-selected schools to walk-off the job at 2:30pm on Tuesday 20 November – International Children’s Day – if all the detained children and their families have not been removed from Nauru to Australia by that date.
  5. THAT the QTU continue to partner with civil society groups in the campaign to end detention, close the prison camps on Manus and Nauru and bring all the refugees and people seeking asylum detained there to Australia.
  6. THAT the QTU acknowledges with great appreciation, the hard work and dedication of teachers, principals and school support staff in providing a safe and supportive environment for children traumatised by their experiences in detention under the custodianship of the Australian federal government.
2. THAT the QTU State Council condemns the decision by the former Minister for Education and Training, Senator Simon Birmingham, to directly interfere in the competitive research grants in the 2017/18 financial year, counter to the recommendations by the ARC following rigorous and transparent peer review with grant applications.

## 17. Executive Report B and 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 Dr D G Champion (C/- HWL Ebsworth Lawyers) - \$2,349.60; Holding Redlich - \$3,300.00; Dr D G Champion (C/- HWL Ebsworth Lawyers) - \$392.48; I-Med Radiology (c/o HWL Ebsworth Lawyers) - \$198.00; HWL Ebsworth Lawyers - \$1,234.75; and Tharun Koipuram - \$1,000.00; Holding Redlich - \$10,285.00; and HWL Ebsworth Lawyers - \$186.00, be ratified.

#### 2 Holding Redlich – Professional costs on non-retainer files – for period ending 30 June 2018

THAT the payment of \$145,262.62 to Holding Redlich for professional costs on non-retainer files for period ending 30 June 2018 be ratified.

**3 Holding Redlich Legal Account – Fixed Fee Arrangement – 3<sup>rd</sup> instalment 2018**

THAT the payment of \$130,000.00, plus GST of \$13,000, totalling \$143,000.00 to Holding Redlich Lawyers for professional fees under the Fixed Fee Arrangement for period ending 30 August 2018 be ratified.

**4 AEU International Trust Fund 3<sup>rd</sup> and 4<sup>th</sup> quarters 2018 (4.6)**

THAT the payment of \$55,000 (inc GST) to the AEU International Trust Fund for the 3<sup>rd</sup> and 4<sup>th</sup> quarters contributions for 2018 be ratified.

**5 Sponsorship – Principals' Conference 2019**

THAT the sponsorship of \$16,000 (ex GST) for the Department of Education 2019 Principals' Conference – Welcome Function sponsorship be ratified.

**6 Donation – Queensland Community Alliance (QCA)**

THAT the one-off donation of \$5,000 to the Queensland Community Alliance be ratified.

**7 QTU Nominee to the Board of the Queensland Teachers Union**

THAT Ms Cresta Richardson be ratified as the QTU Nominee on the Board of the Queensland College of Teachers for the three (3) year term commencing 1 January 2019.

**8 Proposal from ACER for QTU Workload study**

THAT Council ratify the payment to ACER in the amount of \$87,634.00 for the development and conduct of the QTU Workload survey.

**9 QTU Promotion Selection Panel nominees****Closing Date: 8 May 2018**

<b>Name</b>	<b>Member No</b>	<b>School</b>
Tracey Frischherz	5160439	Norfolk Village State School
Mark Hooson	2124504	Vale View State School
Robin O'Brien	2169500	Tully State High School
Christine Pascoe	5126558	South Johnstone State School

**Closing Date: 26 June 2018**

<b>Name</b>	<b>Member No</b>	<b>School</b>
Troy Ascott	2161778	Coolum State High School
Liam Holcombe	5169397	Harristown State High School
Sarah Holcombe	5192190	Newtown State School
Lauren Sturges	5154536	Pallara State School
Grant Lungren	5192418	Maroochydore State High School
Evan Willis	2154694	Redbank Plains State School
Michael West	5151408	Bellbird Park State Secondary College

**10 Additional Principal Union Representatives**

Mr Dan Lindenmayer	Hughenden State School	North Queensland Area Council
Mr Pete Keen	Bribie Island State School	Sunshine Coast Area Council
Mr Anthony Green	Nambour State College	Sunshine Coast Area Council
Ms Monique Pfingst	Burnside State School	Sunshine Coast Area Council
Mr Steve Taylor	Mooloolaba State School	Sunshine Coast Area Council

**11 QTU rep on General Goods and Services (GG&S) Category Council Industry Reference Group**

Executive recommends to Council that the decision of Senior Officers to nominate Ms Denise Kostowski as the QTU rep on the General Goods and Services Category Council Industry Reference Group be ratified.

**12 Queensland Council of Unions – Unions for Refugees Working Committee**

THAT Council ratify the appointment of Mr Kevin Bates as a member of the QCU Unions for Refugees Working Committee for the remainder of the term ending 31 December 2018.

**13 Working Conditions Committee**

THAT Council ratify the appointment of Mr Stephen Ladley 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.

**14 QCAA Senior Secondary Curriculum, Assessment and Certification Committee**

THAT Council ratify the appointment of Mr Jason Smith as the QTU representative on the QCAA Secondary Curriculum, Assessment and Certification Committee for the remainder of the three (3) year term ending at May Council 2019, or such other term as determined by Council/Conference.

**15 Gandu Jarjum Committee**

THAT Council ratify the appointment of Ms Cheryn Coats as a member of the Gandu Jarjum Committee for the remainder of the three (3) year term ending May 2020, or such other term as determined by Council/Conference.

**16 Lead Union Reps –three term from 1 January 2019 to 31 December 2021**

Executive recommends to Council that the following QTU members be ratified as Lead Union Reps for the three year term commencing on 1 January 2019 until 31 December 2021.

<b>Area</b>	<b>Member no.</b>	<b>Last name</b>	<b>First name</b>	<b>Workplace</b>
<b>Metro South</b>	5182955	Clarke	Natalie	Manly State School
	2171570	Darben	Bronwyn	Runcorn State High School
	2169205	Darben	Peter	Cavendish Road State High School
	2019199	Kittson	Margaret	Holland Park State School
<b>TAFE</b>	5010846	Dellit	Arthur	TQSW - Toowoomba Campus
	2174804	Linkson	Mark	TQN - Cairns Campus
	6017929	Meakin	Pat	TQN - Cairns Campus
	6045902	Tibaldi	Scott	TQST - Bracken Ridge Campus
	3216321	Trevino	Jenny	TQB - Southbank Campus
<b>Metro West Logan</b>	2160129	Hancock	Shane	Leichhardt State School
	2158178	O'Connor	Kerry	Browns Plains State High School
	2132682	Smith	Jason	Boonah State High School
	2160918	Taylor	Penny	Jimboomba State School
	2155277	Veverka	Petra	Beaudesert State High School

<b>Metro Central</b>	5190517	Gillam	Matt	Everton Park State High School
	5225244	Hanley	Al	Ironside State School
	2110842	Manser	Glenn	The Gap State High School
	2154296	Munro	Cassie	Ferny Hills State School
	5210029	Murray	Lauren	Marshall Road State School
	2108484	Stewart	Elizabeth	Yeronga State High School
<b>Gold Coast</b>	5160445	Bailey	Maika	Benowa State School
	2147219	Ballinger	Fiona	Benowa State High School
	5168056	Carland	Chelsea	Clover Hill State School
	5216774	Dearlove	Suzee	Varsity College
	5129209	Esmailzadeh	Majeed	Currumbin State School
	5238461	McKenna	Simone	Upper Coomera State College
	2137176	Moriarty	Steve	Canungra State School
	2149413	Mills	Carolyn	Varsity College
	2174741	Richardson	Nicole	Pacific Pines State High School
	2150134	Simpson	Mark	Nerang State High School
	2156097	Sperling	Jason	Coomera State School
	5159681	Van Doornum	Jeff	Helensvale State School
<b>Central Queensland</b>	5172851	Barber	Matt	Glenmore State High School
	2176309	Bosomworth	Peta	Yeppoon State School
	5212518	Chambers	Emma	Glenmore State High School
	2102897	Giles	Michelle	Kin Kora SS - Special Education Program
	5211481	Greyling	Adriaan	Barcaldine Prep-12 State School
	5167869	Horsfall	Bede	Emerald State High School
	5225190	Humphreys	Beck	Barcaldine Prep-12 State School
	5148010	McLeod	Jenny	Biloela State School - Special Education Program
	2158608	Richardson	Cresta	Emerald State School
	2169210	Roach	Tania	Biloela State High School
2176320	Walker	Brigitte	Berserker Street State School	
<b>Logan/Redlands</b>	5131138	Beattie	Andrew	Browns Plains State School
	2125271	Bradley	Neil	Shailer Park State High School
	5160439	Frischherz	Tracey	Norfolk Village State School
	2169569	Mogno	Sylvio	Victoria Point State High School
	5129768	Nicholls	Louise	Crestmead State School
	2149813	Ormonde	Angela	Springwood State High School
	2146007	Thompson	Andrew	Redland District Special School
	5249351	Tu	Amanda	Yarrabilba State School
	2172699	Turner	Helen	Ormeau Woods State High School
2176491	Wecker	Colin	Kingston State School	
<b>Metro North</b>	5195049	Armit	Gill	Bounty Boulevard State School
	5216000	Broadhurst	Lisa	Sandgate State School
	5181562	Brodie	Kerree	Bounty Boulevard State School
	5246323	Pope	Paige	Burpengary State Secondary College
	2173413	Prickett	Donna	Dakabin State High School
	5200993	Priday	Catherine	Aspley East State School
	2165774	Roos	Nikki	Brighton State School
	2155352	Simon	Kath	Woody Point Special School



<b>Peninsula and North West</b>	5222419	Blockside	Sammy	Western Cape College - Weipa
	2130039	Choppy	Letitia	Aboriginal & Torres Strait Islander Educ Unit
	5158766	Halpin	Selena	Tagai State College Thursday Island Secondary
	2119802	Holmes	Jenni	Tully State High School
	5192910	Juhas	Sylvia	Millaa Millaa State School
	5226618	Kempin	Caitlyn	Sunset State School – Special Education program
	2158884	Malezer	Margi	
	5114426	Matysek	James	Northern Peninsula Area State College
	5219937	McCartney	Tom	Yarrabah State School
	8725790	McPherson	Deb	Tropical North Learning Academy - Trinity Beach SS - Special Education Program
	5139206	Nicholson	Ally	Happy Valley State School
	2166114	Olsson	Leah	Cairns West State School
	2152418	Taylor	Chris	Bentley Park College
	5151807	Vikionkorpi	Ben	Mossman State High School
<b>Sunshine Coast</b>	5216605	Brown	Brent	Bribie Island State High School
	5188743	Cerda	Adrian	Maleny State High School
	5192418	Lundgren	Grant	Maroochydore State High School
	5160263	Merrett	Lee	Coolum State High School
	5194876	Phillips	Ryan	Morayfield State High School
	L000155	Sugden	Robyn	
<b>North Queensland</b>	5150148	Taylor	Steve	Mooloolaba State School
	2159266	Austin	Wanda	Heatley State School
	5140074	Elford	Georgina	Ingham State High School
	5228927	Jenkin	Brendan	Mirani State High School
	5140431	Mills	Jodie	Brandon State School
	2135821	Morrison	Callum	Mirani State High School
	2105443	Shaw	Bob	Mackay North State High School
<b>Wide Bay</b>	5159062	Thompson	Peter	Heatley Secondary College
	2104834	Wecker	Rod	Proserpine State High School
	5184751	Cleary	Josh	Chancellor State College
	2104663	Cook	Allan	Organisational Transformation and Capability
	2033600	Edwards	Ross	Bundaberg State High School - Special Education Program
	5183058	Kahler	Anna	Sunshine Beach State High School
	5137298	Leese	Steve	Bundaberg West SS - Special Education Program
	5150201	McWilliam	Tracey	Kia-Ora State School
	2116929	Mengel	Don	Kingaroy State High School
	2117981	Nunan	Paula	Murgon State High School
	5173444	Spruce	Sarah	Bundaberg West SS - Special Education Program
2117856	Ward	Kerryn	Sunbury SS - Special Education Program	
5150628	Wright	Tom	Bundaberg North State High School	

<b>South Queensland</b>	5128582	Anderson	Damian	Stanthorpe State School
	2113274	Dunn	Colleen	Bollon State School
	5169397	Holcombe	Liam	Harristown State High School
	5130714	Hubbard	Brad	Chinchilla State High School
	2117288	Karle	Janet	Warwick Central SS - Special Education Program
	2125097	Morrison	Brenda	Darling Heights State School
	2122840	Price	Sue	Roma State College
	2129341	Seng	Anthony	Gabbinbar State School
	5194584	Smith	Chris	Stanthorpe State High School
	5238094	Smith	Chris	St George State High School
	2171648	Sugden	Lany	Goondiwindi State School
	2125365	Sullivan	Michael	Warwick East State School

### Addendum to Executive Report B:

#### 1 Promotion Selection Panels – QTU Nominees

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

**Closing Date: 9 April 2018**

Name	Member Number	School
Susan ROYLE	2121308	Mundingburra State School

**Closing Date: 21 August 2018**

Name	Member Number	School
Julie PEEL	2128866	Milpera State High School

**Closing Date: 29 September 2018**

Name	Member Number	School
Shane DWYER	2130665	Yeppoon State High School

Senior Officers have recommended that the following nominations for promotion selection panels be ratified by Council as no feedback had been received from branches:

**Closing Date: 2 March 2018**

Name	Member Number	School
Wendy Burton	2111561	Heatley State School
Brad Pharoah	5161121	Dalby State High School – Bunya Campus

**Closing Date: 8 May 2018**

Name	Member Number	School
Rhonda Wakefield	2093333	Roadvale State School

**Closing Date: 26 June 2018**

Name	Member Number	School
Luke Ferdinands	2175421	Pine Rivers State High School
Penelope Jane Mulligan	2113299	Quilpie State College
Mark Reynolds	5254472	Heatley Secondary College
Colin Torr	2130313	Alger State School

#### 2 QTU member trustee on the QSuper Board

THAT Council ratify the decision of Executive to nominate Ms Kate Ruttiman to be the QTU member trustee on the QSuper Board.

**18. Business Arising from Executive Report B and C**

THAT QTU State Council expresses solidarity with the Together Union members in their campaign for improved working conditions and salaries as part of their enterprise bargaining negotiations, in particular those members taking industrial action in Queensland state schools, scientific operations officers, therapists and administration officers.