

- 7 SEP 2018

Memorandum of Agreement

~~QUEENSLAND~~
Salary Arrangements – Employees in Queensland State Schools
nationally certified as Highly Accomplished or Lead Teachers in the Department of
Education Pilot in 2017 and 2018,
and other Departmental teachers nationally certified as at 24 January 2019

Department of Education
and
Queensland Teachers' Union of Employees

Application and Purpose

1. This Memorandum of Agreement (MOA) applies to those employees (subject employees) covered by the *Department of Education and Training State School Teachers' Certified Agreement 2016* (Certified Agreement) who:
 - (a) were nationally certified as Highly Accomplished Teachers (HAT) or Lead Teachers (LT) in the Department of Education HAT and LT Pilot in 2017 and 2018; or
 - (b) were previously certified as a HAT or LT in another jurisdiction or sector and who are nationally recognised by a Certifying Authority and listed on, or eligible to be listed on, the National HALT Register, as at the first gazetted staff professional development day (or 'student-free day') in 2019.
2. 24 January 2019 is the first staff professional development day (or 'student-free day') of 2019.
3. The purpose of the MOA is to outline the salary arrangements for the subject employees.
4. The parties agree to abide by the terms of the MOA; having regard to the application and purpose of this MOA.

Date and Period of Operation

5. The MOA applies from the date of execution and continues until terminated under the provisions of this MOA.
6. The parties may agree to vary the terms of the MOA by written agreement signed by the parties.

Termination of Agreement

7. Either party may terminate this MOA 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 (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.

11. In accordance with s.234 of the *Industrial Relations Act 2016* (Qld), the parties must not engage in industrial action in relation to the MOA.

Stream 2 or 3 Subject employees

12. For employees who are certified in 2019 and after, who are not subject to this MOA, and who are permanently positioned in Streams 2 or 3:
- (a) upon certification these employees will be required to make a classification election i.e. to choose either to remain in their substantive Stream 2 or 3 position and continue to be remunerated accordingly; or to move to a Stream 1 classroom teacher role and be remunerated in Stream 1 in accordance with the relevant classification at which they are now certified (i.e. either HAT or LT).
13. At the date of execution of this MOA, there are no subject employees of this MOA who are permanently positioned in Streams 2 or 3.
14. As a transitional arrangement, for the subject employees of this MOA who are substantively positioned in Stream 1 but are temporarily relieving above level (RAL) in Streams 2 or 3:
- (a) these employees will be eligible for the HAT or LT salary as relevant to their certification, set out in this MOA, until the end of their RAL arrangement that is in place as at the effective date of this MOA, or for six months, whichever occurs first.
 - (b) should such employee then extend their current RAL arrangement, or enter into a new arrangement, they will cease to be paid at the HAT or LT rate as applicable to them from the date the RAL extension commences or the new RAL commences, and will be remunerated from then in accordance with the position in which they are relieving.
 - (c) at the end of RAL, these employees will be paid at the HAT or LT salary relevant to their certification.

Salary Arrangements

15. In accordance with the Consent Order made by Deputy President Bloomfield in the matter of *Re: State of Queensland (Department of Education) and Queensland Teachers Union of Employees* [2018] QIRC [B/2018/32], the following salary arrangements apply to subject employees:
- a) Payment of a salary of \$111,725 to be paid effective 1 July 2018 to those subject employees certified as HAT in Cohorts 1 and 2 of the Pilot.
 - b) Payment of a salary of \$111,725 to be paid effective on the first gazetted staff professional development day (or 'student-free day') in 2019, being 24 January 2019 to those subject employees certified as HAT in Cohort 3 of the Pilot.
 - c) Payment of a salary of \$111,725 to be paid effective on the first gazetted staff professional development day (or 'student-free day') in 2019, being 24 January 2019, to any Departmental teachers who were previously certified as a HAT in

another jurisdiction or sector and who are nationally recognised by a Certifying Authority and listed on, or eligible to be listed on, the National HALT Register.

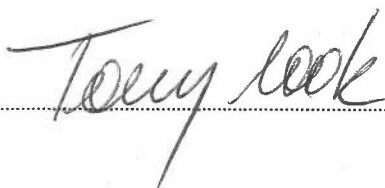
- d) Payment of a salary of \$121,975 to be paid effective 1 July 2018 to those subject employees certified as LT in Cohorts 1 and 2 of the Pilot.
 - e) Payment of a salary of \$121,975 to be paid effective on the first gazetted staff professional development day (or 'student-free day') in 2019, being 24 January 2019, to those teachers certified as LT in Cohort 3 of the Pilot.
 - f) Payment of a salary of \$121,975 to be paid effective on the first gazetted staff professional development day (or 'student-free day') in 2019, being 24 January 2019, to any Departmental teachers who were previously certified as an LT in another jurisdiction or sector and who are nationally recognised by a Certifying Authority and listed on, or eligible to be listed on, the National HALT Register.
16. The salary rates in this MOA are rates are derived using current government wages policy. Should salary increases applicable to classroom teachers from 1 July 2019 be negotiated higher than 2.5%, the salary rates listed in this MOA will be adjusted by agreement accordingly.

Renewal of Certification

17. The following applies to any subject employees who are certified as either HAT or LT and are being paid at the HAT and LT classifications:
- If such employee does not seek renewal of certification, or is unsuccessful in achieving renewal of certification, the employee will revert to a salary equivalent to that of the Experienced Senior Teacher (EST) classification.

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**

by Tony COOK

this 3rd day of September 2018



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

by GRAHAM MOLONEY

this 27th day of August, 2018