



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p align="center">AEU CLAIM Registered in 2007</p>	<p align="center">OFFER 1 August 2007</p>	<p align="center">Action/ Response by AEU</p>	<p align="center">OFFER 2 March 2008</p>	<p align="center">Action/ Response by AEU</p>
<p>1. Pay and Allowances</p> <p>To ensure that Salary and Allowances are maintained at a level at least sufficient to effectively attract and retain Teachers and Educators in the NT, and to acknowledge increases in productivity resulting from dramatic and continuing systemic reforms in NT Education, an increase of 15% in pay and allowances over the next 24 months is required. It is anticipated that these increases will be paid at key recruitment times, and will compare favourably with known increases in other jurisdictions.</p> <ul style="list-style-type: none"> - September 2007 5% - January 2008 5% - January 2009 5% 	<p>10% over 3 yrs</p> <p>5 Staff Dev'pt Days in January (Rec Leave) and July (stand down)</p> <p>Professional Isolation package</p> <p>ERT salary cap</p>	<p>Mass Report back meetings September 2007</p> <p>Unanimous rejection of offer</p> <p>Continuing negotiations weekly</p> <p>Secret Ballot for Protected Action -85%+</p>	<p>11% over 3 yrs</p> <p>3 Staff Dev'pt days in January (2 days Rec Leave) and July (1 day stand down)</p> <p>Allowance increase for Professional Allowance</p>	<p>Stop Work Action 31/3 4 hour strike</p> <p>Unanimous rejection of the Second Offer</p> <p>Endorsement 24 hour Stop Work 17 April. Negotiations suspended by NT OCPE DEET</p>
<p>2. Classification Issues</p> <p>2.1. The parties agree to develop an appropriate Teaching Support Officer classification structure incorporating existing Assistant Teacher, AIEW, ARO and ISA classifications.</p> <p>2.2. The target date for implementation of any agreed arrangements is 12 months from the date of certification of this agreement.</p>	<p>Discussed in reference to re-writing the Agreement</p>	<p>Wrote letter to OCPE and DEET requesting further negotiations</p>	<p>Nil</p>	



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>2.3. The parties will also work toward the development of a consent award for Teaching Support Officers that meets the requirements of the Workplace Relations Act, including the award safety net objectives and allowable matters during the life of the agreement.</p>	<p>Consent Agreement is Prohibited content under Work Choices</p>	<p>Argued at negotiations that matter must be dealt with – 5 years of working parties</p>	<p>Nil</p>	
<p>3. Duration of this Agreement 3.1. The AEU-NT seeks a 2 year Agreement, with the expiry date being 31 August 2009</p>	<p>3 year agreement – from lodgment 2008- no back dating</p>	<p>Continued to submit benefits of shorter agreement – Work Choices will be replaced</p>	<p>Nil</p>	<p>Consideration of back dating raised in further negotiations rejected by OCPE</p>
<p>4. Remote Locality 4.1. Review of Remote Locality Categories 4.1.1. A New Category Four In 1996, three categories of remoteness were created in addition to the Special Category. With the demise of many regular regional air services, the increasing cost of food and the increased precipitation during the summer/wet season, there is increasing need for a new remote category for educators working in at least the following locations: a) Docker River b) Kintore (Walungurru) c) Milyakburra d) Numbulwar e) Robinson River f) Umbakumba g) Nyirrpri h) Amanbidji I) Peppimenarti j) Lilla The new category – called Category Four – should attract at least an additional FOIL fare, a Professional Isolation Allowance of \$3,000pa, and 8 study leave points for each year of service.</p>	<p>Rejected Not within budget of NT Government or scope of the Negotiations</p>	<p>Continued to present with full log of claims until February 2008</p>	<p>Nil</p>	<p>Continue to raise remote incentives and bonuses as significant re Teacher shortage and remuneration for isolation and Cost of living</p>



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>4.1.2. Katherine Classify Katherine as a Special Category locality</p>	<p>Rejected</p>		<p>Nil</p>	
<p>4.1.3. Elliott, Mutitjulu and Newcastle Waters Re-classified from category one to category two</p>	<p>Rejected</p>	<p>Continued to present with full log of claims until Feb 2008</p>	<p>Nil</p>	
<p>4.2. The introduction of a cash incentive retention scheme A base figure of \$5,000 be introduced as a cash incentive bonus, and that teachers in remote locations receive a portion of this figure as a cash incentive at the completion of 12 months teaching in the school. Special Category Schools: First year 10% Second year 20% Third and subsequent years 30% Category 1 Schools: First year 20% Second year 35% Third and subsequent years 50% Category 2 Schools: First year 35% Second year 50% Third and subsequent years 65% Category 3 Schools: First year 50% Second year 65% Third and subsequent years 80% Category 4 Schools: First Year 65% Second Year 80% Third Year 100%</p>	<p>Offer of combined Professional isolation allowance with Freight allowance as a fortnightly payment</p>	<p>Rejected as not an Incentive scheme for retention and meeting even some of the costs of living remote. Extensive negotiations over \$ claimed by members, Remote AEU members data given to DEET /OCPE, rejected as “incorrect”</p>	<p>Revised offer with maximum Allowance to be paid for Cat.3 staff for both allowances at \$5000</p>	
<p>4.3. Housing Allowance in Katherine (if special remote status is not afforded to Katherine)</p>	<p>Rejected</p>			



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>4.3.1. That all teachers recruited to Katherine be entitled to a Housing Allowance. This allowance is to be based on the type of accommodation that is required for a particular person's domestic arrangements. An allowance formula, to be determined by negotiation between AEU-NT and NT DEET, will be developed prior to certification of the Agreement.</p>	<p>Rejected</p>	<p>As above for Remote ness categories</p>	<p>Nil</p>	
<p>4.3.2. The allowance shall be determined annually.</p>	<p>Rejected</p>			
<p>4.4. Housing Allowance for home owners in Katherine, Nhulunbuy and Tennant Creek</p>	<p>Rejected</p>		<p>Nil</p>	
<p>4.4.1. That any Teacher or Educator committing to purchase (or having purchased) a house (and living in that house) in any of these centres whilst teaching in the township will receive the allocated housing allowance equivalent to those who wish to rent a dwelling.</p>	<p>Rejected</p>		<p>Nil</p>	
<p>4.4.2. If the teacher who purchased a house in any of these three centres wishes to transfer or move from the centre that their house (if deemed suitable) will be placed on the list of available properties for rental to other public servants.</p>	<p>Rejected</p>		<p>Nil</p>	
<p>4.5. Allowance for Freight on Household Goods That Teachers and Educators in approved remote localities be entitled to reimbursement of the cost of freight, including air freight, for household goods from the nearest urban centre to the remote locality with the following allowances: Employee without dependants: – 20kg per week or an aggregate of 80kg per month, or an aggregate of 960kg per year (or part thereof) subject to approval by an appropriate delegate of DEET after application by the employee Employee with one dependant :– 36kg per week or an aggregate of 144kg per week per month, or an aggregate of 1728kg per year (or part thereof) subject to approval by an appropriate delegate of DEET after application by the employee. Employee with two or more dependants: – 48kg per week or an aggregate of</p>	<p>See Offer 1 on Professional Isolation</p>		<p>See Offer 2 Professional Isolation</p>	



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>192kg per month, or an aggregate of 2304kg per year (or part thereof) subject to approval by an appropriate delegate of DEET after application by the employee. Family units with one dependant: – where more than one member of the family is an employee – allowance same as Employee with one dependant Family units with two or more dependants: – where more than one member of the family is an employee – allowance same as Employee with two or more dependants.</p> <p>Employees located at Nhulunbuy and Yirrkala: - have a weekly freight allowance for freight on perishables for 45 weeks of the year. The allowance to be as per Determination 1 and the allowance paid through the salary system at a single or with dependants rate.</p>	<p>See Offer 1</p>		<p>See Offer 2</p>	
<p>5. Professional Development</p> <p>5.1. For school funding purposes all Teachers and Educators be allocated 4.5 days per year for Professional Development, and that where a Professional Development session has been advertised as available in the Northern Territory, then funding must be available for up to 40% of the participants from remote localities. Where in-services are school specific then the 40% rule is not applicable.</p> <p>5.2. That Professional Development days be accumulative to a maximum of 9 days per teacher or educator per year</p> <p>5.3. Two pupil free days per annum (and 2 additional at the discretion of the School Council) will be maintained, but not included in the allocation for professional development.</p> <p>5.4. Prescribed training and system requirements eg. Cert IV in TAA, OH&S, Harassment is fully funded and accessed in normal work hours.</p> <p>5.5. Every teacher and educator is entitled to attend a minimum of four in-</p>	<p>Rejected</p> <p>Rejected</p> <p>Rejected</p> <p>Rejected</p>	<p>Staff Development Days (5) in leave time in Offer 1</p>	<p>Staff Development Days (3) in leave time in Offer 2</p>	<p>Renewed campaign to oppose</p>



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>services per annum, associated with Key Learning areas, two of which could be out of the workplace.</p> <p>5.6. That when a Teacher or Educator who is employed in a remote locality has arranged attendance at an in-service outside of their workplace, they shall be entitled to be accompanied by their family, with appropriate allowances to cover the costs of travel and accommodation for family members, on one of these inservices per annum.</p>	<p>Rejected</p>		<p>Nil</p>	
<p>6. School Resources</p> <p>6.1. That an improved staffing formula be agreed between the parties and incorporated in the Teachers and Educators 2007 Agreement. This formulation should incorporate the AEU-NT policy documents and should guarantee AEUNT involvement in any further deliberations in relation to revision or implementation of the staffing formula. The following principles should inform the working party:</p> <p>6.1.1. The Staffing formula needs to be based on the following ratios of teaching staff to enrolled students: Senior Secondary 1: 12 Junior Secondary 1: 15 Middle Years Primary 1: 18 Early Childhood 1: 12 Preschool 1: 30 FTE ESL 1: 8 Special Needs 1: 5 Some workplaces will require specific variations on the above ratios (eg NTOEC, NTSOL) which will be determined by negotiation with the AEU-NT and DEET.</p> <p>6.1.2. Neophyte teachers to be allocated a mentor as well as – a) In Secondary Schools, a teaching load of 75% of a normal classroom</p>	<p>ITEM 6 School Resources REJECTED (*Office based educators offer at 6.4) Reason given – these are not Allowable Matters - all Resource matters in our Log of Claims were “off the table” not to be negotiated as they are at the discretion of the (DEET) and are operational.</p>	<p>Mass meetings informed of matters being taken off bargaining agenda.</p> <p>Media releases, lobbying of Minister</p> <p>Executive strategy to continue to present arguments re all classroom conditions as relevant to a fair outcome</p>	<p>Nil</p>	



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>teacher's load for the first 12 months</p> <p>b) In Primary Schools, 5 hours per week of non-contact time for the first 12 months of their teaching</p> <p>c) The appointed mentor being allocated 2 hours release per week to support the neophyte teacher</p> <p>d) All schools being staffed accordingly to allow for the appropriate time release for both the neophyte and the mentor</p> <p>e) Not being placed in small remote schools in their first year and not before they have completed probation.</p>	<p>They depend on NT Government Budgetary allocation – not industrial bargaining.</p>			
<p>6.1.3. That there be equity between Primary and Secondary teacher noncontact time. That the Agreement includes a negotiated timeframe which ensures non-contact time for Primary School teachers is equivalent to non-contact time for Secondary teachers.</p>	<p>Rejected</p>		<p>Nil</p>	
<p>6.1.4. That Senior Secondary and Middle-School Teachers have a teaching load of 70% of the established school timetable.</p>	<p>Rejected</p>		<p>Nil</p>	
<p>6.1.5. That ET2s have a teaching load of 50% of the established school timetable.</p>	<p>Rejected</p>		<p>Nil</p>	
<p>6.1.6. That ET2s be included in the calculation of non-contact hours for schools, and staff allocation for schools be calculated accordingly.</p>	<p>Rejected</p>		<p>Nil</p>	
<p>6.1.7. That remote schools with three or more teachers be staffed with a permanent relief teacher.</p>	<p>Rejected</p>		<p>Nil</p>	
<p>6.2. Class Sizes and Behaviour Management</p> <p>As a minimum, the NT DEET must act immediately to</p>	<p>Rejected</p>			
<p>6.2.1. Implement absolute maximum class sizes as follows:</p> <p>Senior Secondary 20</p> <p>Middle School 25</p> <p>Primary 25</p>	<p>Rejected</p>			



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>Early Childhood 20 Preschool 15 (full time equivalents) In addition, safety considerations must be taken into account, therefore all practical subjects must have a class size limit of 15.</p>				
<p>6.2.2. Equip all schools with the resources – both facilities and staff – to allow disruptive students to be withdrawn from the classroom and supervised appropriately and safely at an alternative location within the school. Further, that this be monitored by NT DEET and reported to AEU-NT quarterly. That all classrooms be equipped with a distress alarm for use in case of dangerous behaviour by a student which allows the teacher or educator to seek assistance without leaving the room.</p>	Rejected		Nil	
<p>6.2.3. Provide relevant professional development on behaviour management for teachers and support staff during normal school hours.</p>	Rejected		Nil	
<p>6.2.4. That current alternative education programs be fully funded and continued for at least the duration of this agreement. Further, that any other alternative education programs be negotiated with the AEU-NT.</p>	Rejected		Nil	
<p>6.2.5. That where a Teacher or Educator has suffered an assault by a student, they will not be required to return to work without a medical or psychological assessment and a recommendation by a medical professional.</p>	Rejected		Nil	
<p>6.3. Support Staff That the following positions be fully resourced and be deemed as above establishment (ie outside the staffing formula) and located in schools on a pro-rata basis:</p>	Rejected		Nil	
<p>6.3.1. Counsellors a) One Careers Counsellor in Senior Secondary Colleges, Comprehensive High Schools, Area Schools and CEC's where</p>	Rejected		Nil	



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>senior secondary students are instructed</p> <p>b) Guidance Counsellors: One Counsellor for each Middle School and urban Primary School</p> <p>c) Pro-rata allocation of Counsellors, readily available and resourced to serve all other schools above and beyond those allocated to urban schools.</p> <p>6.3.2. Teacher Librarians who are appropriately trained/experienced</p> <p>a) One in every school with enrolments between 100 and 500 students</p> <p>b) Two in every school that has more than 500 enrolled students</p> <p>c) For schools with less than 100 students the position is allocated on a pro-rata basis.</p> <p>6.3.3. ICT Co-ordinator</p> <p>a) One teacher position for schools with more than 300 students; and</p> <p>b) One AO4 for each school with 300 or more students</p> <p>c) One AO4 (0.5) position be created for schools with less than 300 and greater than 120 students</p> <p>d) One AO4 for each 500 students in cluster networks</p> <p>6.3.4. Transition classes be staffed with a Teacher's Aide Wherever support staff are allocated across more than one school, they will be allowed adequate travel time and rest breaks, with the cost borne by the Department and not the schools concerned. Part time allocation of support staff shall be organised to ensure that no school receives less than 0.2 time allocations from any individual support staff person provided for in this clause.</p> <p>6.4. Office Based Educators Preamble To ensure recruitment and retention of teachers and educators to office based educator positions and to attract the appropriately qualified staff, we share the view of the Agency that these positions play a significant role in improving outcomes in schools and individual classrooms. The staff <i>recruited from school workplaces</i> to these positions should be offered</p>	<p>Rejected</p> <p>Rejected</p> <p>EARLY CHILD HOOD Staff support Rejected</p> <p>See Offer 1. Flexible work options, ability to take Rec. Leave in 6 week block</p>		<p>Nil</p> <p>Nil</p> <p>Nil</p> <p>No change to Offer 1.</p>	
---	---	--	---	--



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>the following conditions of employment:</p> <p>6.4.1. That where staff are required to attend work outside the normal NT public service working hours (0800 to 1621h) they be entitled to either Time Off in Lieu (TOIL) or paid overtime</p> <p>6.4.2. That teachers employed in these roles be entitled to 6 weeks annual leave;</p> <p>6.4.3. That office based educator positions to access a mandated closure over the 2 week period of Christmas and New Year, and that this be agreed as stand down</p> <p>6.4.4. That staff be granted four (4) weeks of non cumulative additional leave, to be taken in consultation with the workplace manager</p> <p>6.4.5. That contractual employment within an office based environment be offered for four (4) year fixed term, subject to negotiation for shorter periods if both parties are in agreement</p> <p>6.5. Administrative support for small schools through release time for ET1, 2 and 3 schools – Teaching Principals have a 50% teaching load for staffing formula purposes.</p> <p>6.6. ERT Funding</p> <p>6.6.1. ERT's to be paid at T7 plus 30% or at the daily rate of the substantive level of the officer plus 30%, whichever is the greater.</p> <p>6.6.2. A minimum period of engagement of 4 hours.</p> <p>6.6.3. A pool of permanent part-time/full-time teachers be employed in each region/cluster and given an allowance for being in such a position dependent on category of remoteness. Further, that preference is given to teachers who have 10 or more years teaching experience in the NT to fill</p>	<p>Rejected</p> <p>REMOTE Small Schools increased admin and release time Rejected</p> <p>ERT in Offer 1 20% at T5 Rejected</p> <p>Rejected</p>		<p>Nil</p> <p>See Offer 2 same as Offer 1</p>	
---	---	--	---	--



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>these positions.</p> <p>6.6.4. Travel costs for all relief teachers (including roving non-contact teachers) be met.</p> <p>6.6.5. Schools to be funded for ERTs on a needs basis, on the same basis as UMR</p> <p>6.7. That local recruits be entitled to the same entitlements as non-local recruits.</p> <p>6.8. That staffing in all schools be on the basis of a minimum appointment of 12 months.</p>	<p>Rejected</p> <p>Rejected</p> <p>Rejected</p> <p>Rejected</p>		<p>Nil</p> <p>Nil</p> <p>Nil</p>	
<p>7. Family Friendly Working Conditions</p> <p>7.1. Leave</p> <p>7.1.1. Paid Maternity Leave</p> <p>a) 16 weeks fully paid.</p> <p>b) Introduce a new option to take a 3-year leave option with the same pay as the current 12 month option, with the option to extend leave up to 6 years.</p> <p>c) Option to take 6-year leave option with same pay as the current 12 month option, and then the LWOP component.</p> <p>7.1.2. Parental Leave</p> <p>a) A staff member who is the father of and/or who accepts the responsibility for the care and maintenance of an expected or newly born child is entitled to Paternity Leave. This will include same-sex partners.</p> <p>b) Two weeks paid parental leave or 4 weeks at half pay.</p> <p>c) Staff members with 12 months or more continuous service will be entitled to up to 52 weeks parental leave of which 2 weeks be parental leave on full pay or 4 weeks on half pay.</p>	<p>See Offer 1</p> <p>Same as NT Public Sector Agreement offer to all public servants</p>			



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>7.1.3. Adoption Leave Same as the above for paid maternity leave and parental leave.</p> <p>7.1.4. Pre-natal Leave Prenatal leave of 35 hours to attend routine medical appointments etc, once pregnancy is confirmed and a medical certificate is provided. Appointments are to be scheduled, as far as possible, to fit in which school requirements. Pre-natal leave can be taken in single hour or half day as well as full day amounts.</p> <p>7.1.5. Family and Carer's Leave An additional 5 days carer's leave per year without a certificate, which does not come off sick leave or accrue.</p> <p>7.1.6. Emergency Carer's Leave Up to 3 months unpaid carer's be allowed.</p> <p>7.1.7. Return to Duty Assistance (including professional development) is available for returnees from family leave.</p> <p>7.1.8. Miscarriage Where the pregnancy of a staff member, not on maternity leave, terminates, other than by the birth of a living child, she will be entitled to one half of the benefits of paid maternity leave. The staff member may elect to take sick leave in place of the period of leave without pay. The staff member may take additional leave without pay for a period certified as necessary by a registered medical practitioner before her return to work.</p> <p>7.2. Flexible Work Options</p> <p>7.2.1. The right to flexible work options including job sharing and part-time in positions of responsibility and leadership (Principals etc). a) Part-time principal refers to a permanent principal who is temporarily</p>	<p>Rejected</p>		<p>Nil</p>	
---	-----------------	--	------------	--



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>strategic and planning documents including Workforce Development Plans.</p>	<p>Rejected</p>			
<p>7.2.8. Provision to increase or decrease time fraction over the course of the teacher's career to reflect the different phases of many employees' lives. Such arrangements must be agreed to by the parties and in writing with start and end dates.</p>	<p>Rejected</p>			
<p>7.2.9. Meetings will be scheduled at a time that acknowledges and accommodates family commitments</p>	<p>Rejected</p>			
	<p>Rejected</p>			
<p>7.2.10. Access to workplace based childcare (eg. for parent/teacher nights, open nights) be made available.</p>				
<p>7.2.11. An investigation of childcare needs and measures for public education workers, which may include cluster of school based measures.</p>				
<p>7.2.12. Each workplace has a Gender equity/Equal opportunity officer elected from workplace's staff. Further, that a reasonable time allowance (1-2 hours per week) be given to that officer to carry out their duties.</p>				
<p>7.2.13. That the recommendation from the Maternity Leave Review Working Party – that the NTPS in consultation with DEET “identify ways...(for) women to return to part-time work or job-share after maternity leave” – be adopted by continuing the Maternity Leave Review Working Party.</p>				
<p>7.2.14. That recommendations from OCPE 2004 <i>Work/Life Balance Report</i> be adopted within the EBA including investigating appropriate options of:</p> <ul style="list-style-type: none"> <input type="checkbox"/> flexible working hours <input type="checkbox"/> home-based work for office based educators <input type="checkbox"/> job sharing <input type="checkbox"/> part-time work <input type="checkbox"/> career breaks <input type="checkbox"/> part year employment <input type="checkbox"/> short term absences for family and community responsibilities 				



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>8 Other Leave</p> <p>8.1 Bereavement Leave That employees be entitled to 10 working days per annum, nonaccumulative.</p> <p>8.2 Introduction of a deferred salary scheme Using the Western Australian or the Canadian model, introduce a scheme that enables teachers in all locations to have a year off teaching with reduced salary for the period (ie 75% of salary for 4 years or 80% of salary for 5 years).</p> <p>8.3 Sabbatical Leave That a teacher or educator be entitled to 3 months accumulative paid sabbatical leave after 5 years of service.</p>	<p>Rejected Additional Days in Offer 1 total 6 days Deferred Salary scheme in Offer 1</p> <p>Rejected</p>			
<p>9 General</p> <p>9.1 Return Airfare to an Australian Capital City That employees become eligible after three years service from the date of the agreement for a return airfare to a capital city of their choice for themselves and their dependents. Employees will be eligible for the airfares every two years from that date. This does not apply to those employees who currently have airfare entitlements from previous employment agreements.</p> <p>9.2 Introduction of Hard to Staff Non-remote Category To include travel and financial incentives for ERT's, and additional staffing allocations. Schools to be included in this category are - Taminmin High School</p>	<p>Rejected</p> <p>Rejected</p>			



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS

<p>Humpty Doo High School Katherine High School Katherine South Primary School Casuarina Street Primary School Kintore Street School Clyde Fenton Primary School MacFarlane Primary School Katherine School of the Air Berry Springs Primary School Middle Point Primary School Batchelor Area School</p> <p>9.3 Sick Leave Cash up at Point of Retirement/Resignation That there be payout of unused sick leave calculated at the employees current rate of pay on retirement or resignation after ten years of accrued service in Northern Territory workplaces, and that such payout be capped at twenty thousand dollars for each ten year period of service.</p> <p>9.4 That contract Principals be subject to probation</p> <p>9.5 That a return to industry scheme be introduced for employees.</p> <p>9.6 That school-based teachers and educators are given a yearly Sun-Smart allowance of \$100.</p> <p>9.7 Alteration of the Clause 36.1.1 in the 2003 Teachers and Educators Enterprise Agreement to read: "It is further recognised that change to custom, work and practice at individual workplaces shall only take place following negotiations and agreement by the parties to this agreement."</p>	<p>Rejected</p> <p>Rejected</p> <p>In Public Sector Agreement Rejected</p> <p>Will be taken up in rewrite of Agreement.</p>			
<p>10 Other Other matters that arise during negotiations</p>				



ON THE FRONTLINE

FOR QUALITY EDUCATION IN NORTHERN TERRITORY SCHOOLS