

Log of Claims

DEPARTMENT OF EDUCATION STATE SCHOOL TEACHERS' CERTIFIED AGREEMENT

Without Prejudice

The Teachers Professional Association of Australia (TPAA) seeks the following inclusions in the *DEPARTMENT OF EDUCATION STATE SCHOOL TEACHERS' CERTIFIED AGREEMENT* on behalf of their members:

1. No Reduction of Existing Conditions

- a. TPAA seeks that no employee suffers a reduction in their core pay or entitlements under this Agreement.

2. Agreement Term and Renegotiation Clause

- a. TPAA proposes a 3-year agreement term, with a clause that allows for renegotiation of the Agreement prior to expiry.

3. Wages

- a. TPAA seeks a 31% increase to all salary rates and applicable allowances, to be applied in part immediately, and over the life of the agreement. 11% of which is modelled from the previous agreement, and 20% which is achievable through [immediate restructure of the Queensland education system](#).

4. Gender Issues

- a. TPAA seeks the inclusion of provisions that protect the rights of teachers to exercise freedom of conscience on matters relating to gender identity, including transgender-related topics. Teachers should not be compelled, due to personal or religious grounds, to affirm or promote views on gender identity that conflict with their sincerely held beliefs. This protection should apply across all professional settings, including staff meetings, classroom instruction, and interactions with students. TPAA notes that [teachers have spoken clearly on this matter](#) and demand protections.

5. Student Behaviour and Safety

- i. **Principal Autonomy:** Protections for principals to make autonomous decisions regarding student discipline at a local schooling level, whereby the safety of students or teachers may be at plausible risk. This includes expelling students with repeat suspensions.

6. Recognition and Remuneration

a. Camps Allowance:

- i. TPAA seeks the inclusion of the following clause;
 - 1. Teachers required to attend overnight school camps shall be entitled to a Camps Allowance of \$200 per night, in addition to their regular salary. This allowance acknowledges the extended hours of duty, supervision responsibilities, and time spent away from home and family.

7. Salary Packaging:

- a. TPAA seeks the expansion of salary packaging options for Department of Education employees to ensure parity with the arrangements available to Queensland Health employees.

8. Annual Leave Coverage:

- a. When on approved leave, ensure a paid replacement is arranged to prevent teachers from having to check emails or complete work during that time.

9. Workload and Conditions

a. Class Sizes:

- i. Reduction in class sizes across all year levels to ensure optimal teaching and learning conditions. This would involve a reduction from 25 to 22 pupils for P-3 and Year 11-12 classes, along with a reduction from 28 to 24 pupils for Year 4-10.

b. Workload Reduction:

- i. Comprehensive reduction in non-essential administrative tasks and reporting requirements. This will be best achieved by stripping back all existing Department of Education policies that require excessive administration to implement & upkeep. This includes student support plans, risk assessments and other reporting requirements.

c. Assessment Reform:

- i. Significant reduction in the volume and frequency of student assessments to focus on learning rather than testing.

10. Teaching & Learning Support

a. Coaching Roles:

- i. Limit literacy and numeracy coaching roles to a maximum of two years before returning to classroom teaching for at least one year, to reconnect with classroom practice & measure the impact of coaching.
- ii. Alternatively, structure coaching positions as part-time roles (e.g. 3 days coaching, 2 days classroom teaching) to maintain contemporary teaching experience.

11. Initial Teacher Education Reform

a. Internship Pathway:

- i. Make allowances in the Agreement for proposed changes to university education degrees, which include one year of university coursework combined with practicum experiences, followed by a two-year paid internship program.

b. Internship structure: this Agreement should allow for the following structure;

- i. Year 1: Placement in a double teaching space supported by a senior teacher.
- ii. Year 2: Placement in a different school, also in a double teaching space with mentoring.

12. Other Considerations (NEW)

a. Work from Home arrangements

- i. TPAA seeks the inclusion of the following wording in the agreement
 1. *Where a teacher has no scheduled classes or other in-person duties, they should have the option to work from home.*
 2. *The employer will ensure that teachers are provided with the necessary support and technology to carry out their duties effectively from a remote location. This will include, but is not limited to:*
 - a. *Access to online teaching platforms and resources*
 - b. *Flexibility to manage preparation, grading, and administrative tasks remotely,*
 - c. *Maintaining communication with students and colleagues through virtual means*

b. Paid Well-being Days

- i. TPAA seeks the inclusion of two paid well-being days per year, non-cumulative.

c. Planning and Preparation Time (PPT) for Specialist Teachers

- i. TPAA seeks the inclusion of enforceable minimum PPT entitlements for all specialist teaching staff. Teachers should be given the opportunity to apply for such entitlements and local schools given the autonomy to make such designations.

This Log of Claims has been approved by the executive.



Edward Schuller
Secretary

TPAQ - Teachers' Professional Association of Queensland