

VICTORIAN GOVERNMENT SCHOOLS AGREEMENT 2022

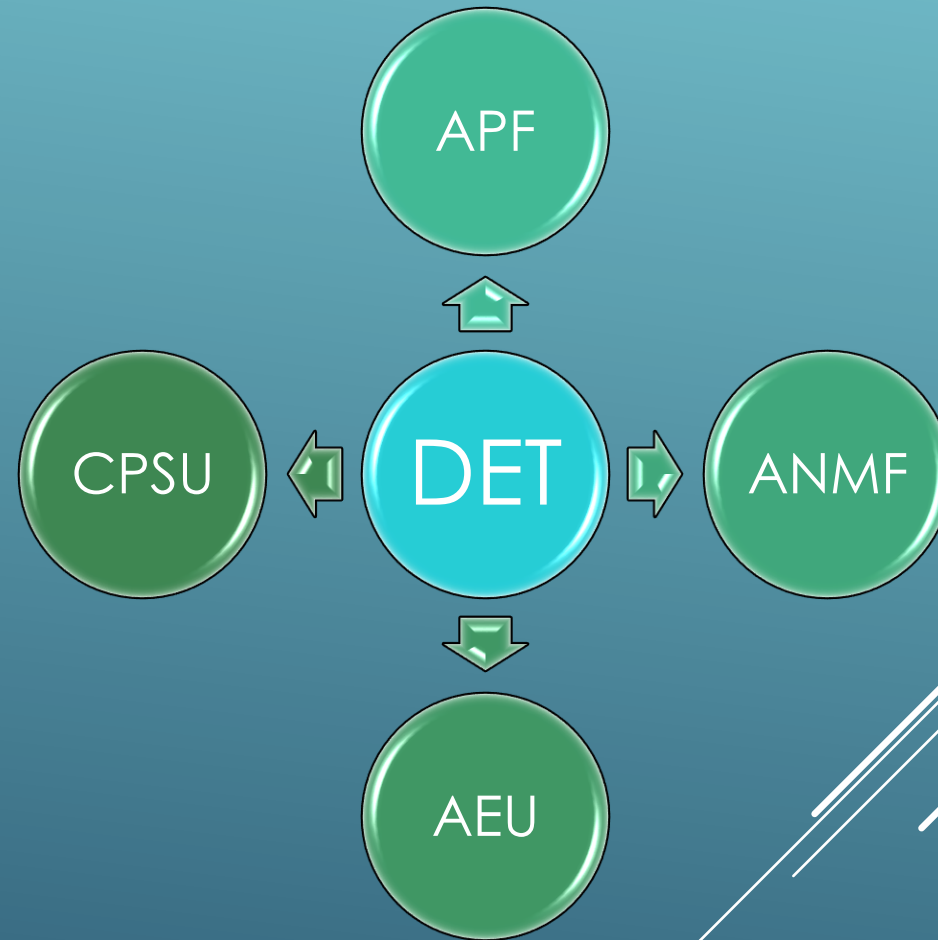
PROPOSED OFFER



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

BARGAINING GROUPS:



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

IMPORTANT POINT OF CHANGE

- All payments to Principal Class Employees will now be **SALARY** and not remuneration (TRP) as has been the case previously.
- PCEs are paid salary in exactly the same way as all other school staff....Salary and the superannuation is paid on top of that.
- The Salary scales included with this agreement do not included super, this is now 10% and is paid on top of the published salary.



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

WHAT SUPER CHANGE MEANS TO PRINS IN DEFINED BENEFITS SCHEMES

Principal class employees who are members of a defined benefit superannuation scheme will continue to have remuneration specified as a total remuneration package. This will be calculated in accordance with the following formula:

$$\frac{\text{Salary as determined by sub clause (c) x 109.5}}{100}$$

NOTE: PCEs in a Defined Benefits Scheme will receive salary increases as stipulated in the tables contained within The Agreement.



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

SALARY CHANGES FOR PRINCIPAL CLASS

- **Principals total in salary increase is 16.5% (compounded) over the 4 years of Agreement**
7.55% on signing, **plus** 2 x 1% increments per year
- **Assistant Principals total Salary increase is 14.9% (compounded) over the four years of Agreement**
2.43% on signing, **plus** 2 x 1% increments per year **plus** 1% lump sum payment on Dec 1st each year (called a position allowance – is a payment for COVID efforts – this also goes to teachers and most ES staff as well).



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

DETAILS OF POSITION ALLOWANCE

- (12) (a) Employees specified in sub clause (12)(b) are entitled to be paid in December each year, a Position allowance equivalent to one per cent of the total salary to which the employee is normally entitled as at 1 December of that year.
- (b) Employees in the following classifications will be paid an annual lump sum payment set out in sub clause (12)(a):
- (i) an assistant principal employee,
 - (ii) a teacher,
 - (iii) an education support class employee at level 2 or Level 1 Ranges 3 to 5 or Level 1 Range 2 subdivision 2-8;

NOTE: This is a permanent change to DET Salaries unless withdrawn in future agreements.



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

PRINCIPAL SALARIES – TRP TO SALARY

	Existing Structure		Structure Adjustment	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	
	2020			01-Jan-22	01-Jul-22	01-Jan-23	01-Jul-23	01-Jan-24	01-Jul-24	01-Jan-25	01-Jul-25	
	TRP	Salary										
Principal	P6-4	\$224,405	\$204,936	\$220,413	\$222,617	\$224,844	\$227,092	\$229,363	\$231,657	\$233,973	\$236,313	\$238,676
	P6-3	\$220,005	\$200,918	\$216,091	\$218,252	\$220,435	\$222,639	\$224,866	\$227,114	\$229,385	\$231,679	\$233,996
	P6-2	\$215,691	\$196,978	\$211,854	\$213,973	\$216,113	\$218,274	\$220,456	\$222,661	\$224,888	\$227,136	\$229,408
	P6-1	\$211,462	\$193,116	\$207,700	\$209,777	\$211,875	\$213,994	\$216,134	\$218,295	\$220,478	\$222,683	\$224,910
	P5-4	\$207,315	\$189,329	\$203,627	\$205,664	\$207,720	\$209,797	\$211,895	\$214,014	\$216,154	\$218,316	\$220,499
	P5-3	\$203,250	\$185,616	\$199,635	\$201,631	\$203,647	\$205,684	\$207,741	\$209,818	\$211,916	\$214,035	\$216,176
	P5-2	\$199,265	\$181,977	\$195,720	\$197,678	\$199,654	\$201,651	\$203,667	\$205,704	\$207,761	\$209,839	\$211,937
	P5-1	\$195,358	\$178,409	\$191,883	\$193,802	\$195,740	\$197,697	\$199,674	\$201,671	\$203,688	\$205,724	\$207,782
	P4-4	\$189,359	\$172,931	\$185,991	\$187,851	\$189,729	\$191,626	\$193,543	\$195,478	\$197,433	\$199,407	\$201,401
	P4-3	\$185,283	\$169,208	\$181,987	\$183,807	\$185,645	\$187,502	\$189,377	\$191,270	\$193,183	\$195,115	\$197,066
	P4-2	\$181,295	\$165,566	\$178,070	\$179,851	\$181,649	\$183,466	\$185,300	\$187,153	\$189,025	\$190,915	\$192,824
	P4-1	\$177,391	\$162,001	\$174,236	\$175,978	\$177,738	\$179,515	\$181,310	\$183,123	\$184,955	\$186,804	\$188,672
	P3-1	\$173,573	\$158,514	\$170,485	\$172,190	\$173,912	\$175,651	\$177,408	\$179,182	\$180,974	\$182,783	\$184,611
	P3-1	\$170,280	\$155,507	\$167,251	\$168,924	\$170,613	\$172,319	\$174,042	\$175,783	\$177,540	\$179,316	\$181,109
	P3-1	\$166,615	\$152,160	\$163,651	\$165,288	\$166,941	\$168,610	\$170,296	\$171,999	\$173,719	\$175,456	\$177,211
	P3-1	\$163,028	\$148,884	\$160,128	\$161,729	\$163,347	\$164,980	\$166,630	\$168,296	\$169,979	\$171,679	\$173,396
	P2-4	\$159,519	\$145,679	\$156,681	\$158,248	\$159,831	\$161,429	\$163,043	\$164,674	\$166,321	\$167,984	\$169,664
	P2-3	\$153,526	\$140,206	\$150,795	\$152,303	\$153,826	\$155,364	\$156,918	\$158,487	\$160,072	\$161,673	\$163,289
	P2-2	\$150,220	\$137,187	\$147,548	\$149,023	\$150,514	\$152,019	\$153,539	\$155,074	\$156,625	\$158,191	\$159,773
	P2-1	\$146,987	\$134,235	\$144,372	\$145,816	\$147,274	\$148,747	\$150,234	\$151,737	\$153,254	\$154,787	\$156,335

ASSISTANT PRINCIPAL SALARIES

Existing Structure			Structure Adjustment	1.00%	1.00%	Allowance	1.00%	1.00%	Allowance	1.00%	1.00%	Allowance	1.00%	1.00%	Allowance
TRP	Salary	01-Jan-22		01-Jul-22	01-Dec-22	01-Jan-23	01-Jul-23	01-Dec-23	01-Jan-24	01-Jul-24	01-Dec-24	01-Jan-25	01-Jul-25	01-Dec-25	
AP4-4	\$189,359	\$172,931	\$177,134	\$178,905	\$180,694	\$1,807	\$182,501	\$184,326	\$1,843	\$186,170	\$188,031	\$1,880	\$189,912	\$191,811	\$1,918
AP4-3	\$185,283	\$169,208	\$173,321	\$175,054	\$176,805	\$1,768	\$178,573	\$180,359	\$1,804	\$182,162	\$183,984	\$1,840	\$185,824	\$187,682	\$1,877
AP4-2	\$181,295	\$165,566	\$169,591	\$171,286	\$172,999	\$1,730	\$174,729	\$176,477	\$1,765	\$178,241	\$180,024	\$1,800	\$181,824	\$183,642	\$1,836
AP4-1	\$177,391	\$162,001	\$165,939	\$167,598	\$169,274	\$1,693	\$170,967	\$172,676	\$1,727	\$174,403	\$176,147	\$1,761	\$177,909	\$179,688	\$1,797
AP3-4	\$173,573	\$158,514	\$162,367	\$163,991	\$165,631	\$1,656	\$167,287	\$168,960	\$1,690	\$170,649	\$172,356	\$1,724	\$174,079	\$175,820	\$1,758
AP3-3	\$170,280	\$155,507	\$159,287	\$160,880	\$162,488	\$1,625	\$164,113	\$165,754	\$1,658	\$167,412	\$169,086	\$1,691	\$170,777	\$172,485	\$1,725
AP3-2	\$166,615	\$152,160	\$155,858	\$157,417	\$158,991	\$1,590	\$160,581	\$162,187	\$1,622	\$163,809	\$165,447	\$1,654	\$167,101	\$168,772	\$1,688
AP3-1	\$163,028	\$148,884	\$152,503	\$154,028	\$155,568	\$1,556	\$157,124	\$158,695	\$1,587	\$160,282	\$161,885	\$1,619	\$163,504	\$165,139	\$1,651
AP2-4	\$159,519	\$145,679	\$149,220	\$150,713	\$152,220	\$1,522	\$153,742	\$155,279	\$1,553	\$156,832	\$158,400	\$1,584	\$159,984	\$161,584	\$1,616
AP2-3	\$153,526	\$140,206	\$143,614	\$145,050	\$146,501	\$1,465	\$147,966	\$149,446	\$1,494	\$150,940	\$152,450	\$1,524	\$153,974	\$155,514	\$1,555
AP2-2	\$150,220	\$137,187	\$140,522	\$141,927	\$143,346	\$1,433	\$144,780	\$146,228	\$1,462	\$147,690	\$149,167	\$1,492	\$150,658	\$152,165	\$1,522
AP2-1	\$146,987	\$134,235	\$137,497	\$138,872	\$140,261	\$1,403	\$141,664	\$143,080	\$1,431	\$144,511	\$145,956	\$1,460	\$147,416	\$148,890	\$1,489
AP1-4	\$145,464	\$132,844	\$136,073	\$137,434	\$138,808	\$1,388	\$140,196	\$141,598	\$1,416	\$143,014	\$144,444	\$1,444	\$145,888	\$147,347	\$1,473
AP1-3	\$140,981	\$128,750	\$131,879	\$133,198	\$134,530	\$1,345	\$135,875	\$137,234	\$1,372	\$138,606	\$139,992	\$1,400	\$141,392	\$142,806	\$1,428
AP1-2	\$137,008	\$125,121	\$128,163	\$129,444	\$130,739	\$1,307	\$132,046	\$133,367	\$1,334	\$134,700	\$136,047	\$1,360	\$137,408	\$138,782	\$1,388
AP1-1	\$133,147	\$121,595	\$124,551	\$126,870	\$128,139	\$1,281	\$129,420	\$130,714	\$1,307	\$132,021	\$133,341	\$1,333	\$134,675	\$136,022	\$1,360

WINS IN VGSA 2022

Classification Structures

The separation of the existing principal class classification structure into separate principal and assistant principal classification structures as set out in the salary tables.

(The gap between LT/LS top salary and lowest AP is set at approximately \$5000).

Structural Adjustments for PCEs

Following approval by the Fair Work Commission the structural adjustments as set out in the salary tables for PCEs will be backdated to the first pay period on or after 24 December 2021.

Compassionate Transfer Placement

Provision of up to \$3m funding per year will be provided centrally to support placement opportunities for employees with compassionate transfer.



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

WINS IN VGSA 2022

Details re Principal Workload

Reducing the administrative burden on principals

The provision of \$11.988m per year (commencing 1 July 2022) to assist principals in the following areas:

- New support for principals to meet their pre- and post- OHS audit obligations and Essential Safety Measures;
- DET to provide additional support to manage emergency management functions;
- Use of external investigators for complaints against staff, rather than principals being required to undertake the investigator role.



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

OTHER CHANGES TO NOTE

- ❖ PPD's being withdrawn over the term of the Agreement
 - There will be **3** days in 2022
 - There will be **2** days in 2023
 - There will be **1** day in 2024
- ❖ One of the four Pupil Free Days specific for the purpose of Assessment & Reporting
- ❖ The following increases to allowances:
 - the minimum annual amount for a special payment is increased to \$925.00
 - the maximum salary loading allowance is increased to reflect the 2 per cent per annum salary increases
 - the re-establishment allowance is increased to \$541 for an employee without dependants and \$1,083 for an employee with dependants.
 - specify Remote allowance in agreement which will be increased to reflect the 2 percent per annum salary increases over life of agreement.



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

OTHER CHANGES TO NOTE

❖ *Parental leave*

- Increase of **maternity leave** period from 14 weeks to 16 weeks.
- Introduce the **payment of superannuation contributions** in respect of unpaid parental leave in the first 12 months of an employee's parental leave. *(Payment will be made at the conclusion of the 12-month period, provided the employee continues to be employed at that time).*
- Increase **partner leave** from 1 week to 4 weeks paid leave.
- Increase **other paid parental leave** from 8 weeks to 16 weeks and provide more certainty about the definition of who is eligible to access this leave, and how the leave is accessed.
- Extension of education support class **pre-natal leave** provisions to all teaching service employees and increased from 35 to 38 hours.
- Increase **spouse pre-natal leave** from 7.6 hours to 15.2 hours.



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

OTHER CHANGES TO NOTE

- ❖ Maintain a **common start date** for the school year for all employees.
- ❖ **Grandparent Leave** – inclusion of up to 52 weeks unpaid grandparent leave to provide care and assistance to the parent or the grandchild.
- ❖ **Cultural and Ceremonial leave** for Aboriginal and Torres Strait Islander employees extended to match VPS provisions and clarity that unpaid leave can be used.
- ❖ **Infectious diseases leave** modified based on recent COVID experience.
- ❖ **Leave Without Pay** – inclusion of a specific leave without pay provision in the Agreement.



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

CONCERNS ABOUT THE BROADER VGSA 2022

Page	Quote	Comment
37	Time-in-Lieu	<ul style="list-style-type: none">• Premise behind this is that from an industrial perspective, staff cannot be expected to undertake work that is uncompensated outside their hours of duty.• Provisions for TIL are only in respect to “required” duties not voluntary attendance.• Deeply concerning change from a management and operational level.• Will likely have adverse impact (if not cessation) of camps and activities such as overseas learning experiences.• Given the Parent payment rules preclude charging parents for such costs, this is to be regarded as another unintended consequence of both the Parent Payment rules and the VGSA 2022• Not available for Principal Class – “you are the manager.”



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

CONCERNS ABOUT THE BROADER VGSA 2022

Time in lieu
Primary Example

Item	# of students	# of staff	in-lieu per staff (hrs)	total time in lieu	Notes
TOTALS				156	About 20 days of Principal time required to be there
Grade 6 Graduation	60	2	5	10	
School Council		2	20	40	
Oxfam Music Festival		2	3	6	
Mid-Year Soiree		2	2.5	5	
Band Open Rehearsal		2	2	4	
Evening of Music		2	3	6	
Band Recruitment Night		2	2.5	5	
Christmas Concert	420	2	2	4	
Family Maths Night	420	2	3	6	
Parent Helper Training	420	2	3	6	
Digital Technologies Parent Session		2	2	4	
iPad Information Session		2	1	2	
Sex Education Parent Session		2	1	2	
Education Week Open Night	420	2	2	4	
Parent Information Night	420	2	2	4	
Parent Exchange - start of year	420	2	3	6	
Parent Teacher Mid Year	420	2	7	14	
Parent Teacher end of year	420	2	3	6	
				0	
Holi Festival		2	2	4	
Trivia/Comedy Night		2	3	6	
Community Movie Night		2	2.5	5	Held on a Saturday
First Aid/CPR/Anaphylaxis		2	1.5	3	
School Disco		2	2	4	



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

QUESTIONS ABOUT THE BROADER VGSA 2022

QUESTION	COMMENT
What are the salary increases for teachers and ES?	Structural adjustment plus 2% per year increase Positioning allowance of 1% of salary paid in every year of The Agreement. For ES staff in Range 1 translation to new Range 2.
When will the salary increases apply?	Structural adjustments will apply from 24 December 2021. First 1% salary increase to apply from 1 January 2022. Note CRT daily rates will increase from 1 January 2022 (\$14.02 per day).
Why are the reductions in face to face teaching not stated in The Agreement?	It was a state government requirement that the reduction in face to face be provided for in way of a deed. This method meets the way in which the state government wishes to account for the cost in funding. The deed is referenced in The Agreement.
Is there funding for reduction in face to face teaching?	Funding for 2000 extra teachers will be provided via the SRP.



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

QUESTIONS ABOUT THE BROADER VGSA 2022

QUESTION	COMMENT
What are the changes to the 30+8 model for the allocation of teacher work?	<p>The 30 hours are to be used for planning, collaboration and assessment, with the duties undertaken in that time to be determined by the teacher.</p> <p>The other 8 hours fall on the school to determine (yard duty, meetings, pd).</p>
Allocated Student Free Day for reporting and assessment.	<p>This is not an additional day and is to be implemented this year. DET has not provided any further information and advice for schools who have already used the 4 student free days. Under consideration.</p>
Union Rep time release for consultation (30 hours per year).	<p>The 30 hours stipulated are a minimum and apply to all schools irrespective of size. (Eg: small school with 3 teachers on staff, one is union rep therefore 30 hours to consult other two teachers). Inequity of this is unfair.</p>
Does the translation from TRP to salary apply to Executive Principals?	<p>No as Executive Principals are part of VPS and this has TRP prescription.</p>



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

QUESTIONS ABOUT THE BROADER VGSA 2022

QUESTION	COMMENT
ES translations – how will this be funded?	The SRP process will determine how the money will come through to schools.
ES Notebook program – how will this be implemented?	Same rules as teacher notebook program. Minimum time fraction of 0.4
Where is the DET VGSA 2022 Implementation Guide?	This will not be available before the proposed VGSA 2022 is ratified.



Australian Principals Federation

The Union Exclusively for the Victorian Principal Class

NEXT STEPS.....

- ▶ Over the next month, various forums by EBA Negotiations teams and DET to unpack proposed agreement.
- ▶ Proposed VGSA 2022 needs to be put to a vote and Principals and managers will receive operational instructions as to how to proceed.
- ▶ Ratification by Fair Work Commission.
- ▶ Continued discourse and dialogue around matters of concern and raising these with the DET.