

Early Childhood Education

NZEI Negotiations News (ECECA) 2009/04
To: All ECECA Worksites

TEAM SELECTED AND DRAFT CLAIM FOR YOUR ENDORSMENT

August 2009

KEY POINTS:

- Your collective agreement expires on 31 October. Negotiations are scheduled for 9, 10, 17 & 18 of September.
- The NZEI National President has considered all nominations for the negotiation team and made a selection based on an even representation of experience, geographical spread and occupational groups that the agreement covers.
- The negotiation team met in Wellington on the 3rd and 4th of August to consider the discussion sheets that had been completed by members and to prepare the draft claims for endorsement.
- The draft claims are attached to this newsletter and include a postal ballot for members to record their vote. Members can also raise additional claims at this time.
- A number of issues were raised by members in the discussion sheets which cannot be resolved in negotiations. An explanation of why they were not included in the claims is included in this newsletter.
- If you are experiencing any issues or difficulties at your worksite, please call the NZEI Membership Support Centre on 0800 NZEI HELP - 0800 693 443 for assistance.

ACTION:

Worksite representatives:

- Please ensure all NZEI members receive a copy of this newsletter
- Please make time in your worksite to discuss the claims with all members
- Encourage each member to vote and return their postal ballot forms by **6pm, Wednesday 26th August 2009**
- Encourage non-union members to join so they can participate in the negotiation process, and to give us a stronger voice in negotiations .

ENQUIRIES:

For further enquiries contact Fran Renton fran.renton@nzei.org.nz or Sharyn Gibbons sharyn.gibbons@nzei.org.nz or call 0800 NZEI HELP.

Nga mihi nui ki a koutou

Some matters, such as salaries for primary trained teachers, need to be addressed elsewhere as this relates to the Ministry's funding system which does not recognise their qualifications. Professional development budgets and qualifications targets are another issue that we need to lobby the government on, outside the negotiations.

Employers were clear in the last wage round that they are moving away from paying for staff meetings as part of the move to salaries under parity. However there are some issues relating to wording and to unqualified teachers and part-timers which we are proposing to look at during the negotiations.

Ratification

The draft claims are attached to this newsletter and include a postal ballot for members to record their vote.

Members can also raise additional claims at this time. If there are any particular issues raised as additional claims, the negotiation team in conjunction with the National President will consider them. A decision will be made about including anything additional based on how it fits with the existing claim, and how widely the issue is felt.

Please complete the ballot and return to NZEI by **6pm, Wednesday 26th August 2009**.

Employer Representation

Your management committee / employer are represented at negotiations. They should have already received information about representation by Te Tari Puna Ora o Aotearoa/NZCA. It is important that they respond by 21 August as by doing so they are confirming their wish for their / your service to continue to be covered by the ECECA.

100% union membership goal

The ECECA only covers union members. We must continue to increase the number of members (and services) covered by ECECA if we are to have greater bargaining power with management committees / employers and to influence the government.

You can help by:

- completing and returning your vote on the draft claim by **6pm, Wednesday 26th August 2009**;
- ensuring that your management committee / employer respond to the mail from Te Tari Puna Ora o Aotearoa/NZCA regarding representation at negotiations;
- discussing the proposed elements of the claim and the final claim with your employer / management committee to get their support;
- encouraging any non member colleagues at your centre to join NZEI.

Finally

We look forward to a positive settlement of the Early Childhood Education Collective Agreement later this year and to actively engaging with members and prospective members in the process. If you have any questions in relation to this newsletter please don't hesitate to contact us.

Noho ora mai



Fran Renton
Executive Officer – ECE



Sharyn Gibbons
Executive Officer

THE EARLY CHILDHOOD EDUCATION COLLECTIVE AGREEMENT OF AOTEAROA NEW ZEALAND NEGOTIATIONS 2009

BALLOT FORM

Only NZEI Te Riu Roa members can vote

Name: _____

Worksite: _____

Worksite Address: _____

Position: _____

I VOTE IN FAVOUR of endorsing the claim for the ECECA Negotiations 2009

I VOTE AGAINST endorsing the claim for the ECECA Negotiations 2009

ADDITIONAL CLAIMS

Please record your suggestions for additional claims below, and if possible, provide an argument/reason for the additional claim

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Please fax or mail form no later than 6pm, Wednesday 26th August 2009 to: Fran Renton Fax (04) 384 9401

Freepost no 3978, NZEI Te Riu Roa, PO Box 466, Wellington 6140

NZEI TE RIU ROA CLAIMS FOR THE NEGOTIATION OF THE EARLY CHILDHOOD EDUCATION COLLECTIVE AGREEMENT OF AOTEAROA NEW ZEALAND

NZEI Te Riu Roa presents the following claims for the negotiation of a collective agreement to replace the Early Childhood Education Collective Agreement of Aotearoa New Zealand 2008-2009.

NZEI reserves the right to add to or amend this claim during the course of negotiations.

1. Term of the Agreement - (Part 3)

That the term of the agreement be for 18 months from 1 November 2009 to 30 April 2011

2. Salaries and Wages clarification - (Part 6)

- That clause (a)(viii), be amended to read as follows:

Q3+ means an early childhood teacher/kaiako holding:

- a bachelor degree together with a recognised early childhood teaching qualification or;
- a four year bachelor of education degree or;
- a four year honours degree of teaching or;
- a degree completed conjointly with a bachelor degree of teaching or;
- a bachelor degree of teaching together with a relevant 120 credit specialist graduate or post-graduate qualification assessed at level 7 (or higher) on the National Qualifications Framework or equivalent or;
- a Diploma of Teaching (ECE) plus an Advanced Diploma or Teaching together with a relevant 120 credit specialist graduate or post-graduate qualification assessed at level 7 (or higher) on the National Qualifications Framework or;
- a Bachelor degree of teaching, together with a relevant level 7, 120 credit graduate or post graduate diploma.

- That clause (a)(viii), be amended to read as follows:

Q3 means an early childhood teacher/kaiako holding:

- a recognised three year early childhood teaching degree or;
- advanced diploma teaching ECE or;
- the Diploma of teaching ECE or its equivalent and attested as fluent in te reo Maori with a knowledge and understanding of tikanga Maori.

3. Pay Increases for Qualified and Registered ECE teachers, Assistant Head Teachers, Home-based Visiting Teachers, Head Teachers and Home-based Team Leaders

(Part 6 (d))

That there be two increases, 1 March 2010 and 1 March 2011, to match the current pay rates for primary and kindergarten teachers and continue the implementation of pay parity for qualified and registered teachers.

Scales attached.

4. Pay Increases & simplification Senior Teachers / Tumaki payscale - (Part 6 (d))

- That there be two increases, 1 March 2010 and 1 March 2011 to provide for cost of living increases and maintain relativities with other pay rates in the collective.
- That the U1A and U1B grades are removed from the senior teacher pay scale and replaced with a U1 scale covering centre/network roles from 0-50.

Scales attached

5. **Pay Increases for Unqualified and In-training teachers and In- training Assistant Supervisors (Part 6 (d))**

- That there be two 3% increases, 1 March 2010 and 1 March 2011 to provide for cost of living increases and maintain relativities with other pay rates in the collective.
- That the bottom two steps of these scales are removed and a new third step be introduced.

Scales attached.

6. **Grading and Pay Increases for Administrative Positions – (Part 6 (g))**

That the pay scale is restructured and grades be introduced in order to better recognise the range of administrative positions covered by the collective.

That the process for grading of administrative positions, translation of existing administrative employees onto the new grades and an appeals process be agreed between the parties and printed in the terms of settlement of this agreement.

- That the title of 6(a) be amended to remove the references to clerical positions:
- That clause 6(a)(xv) be deleted.
- That sub clause 6(g) be amended as follows:

6(g) Classification and Wages Schedule of Administrative employees

- (i) *The minimum wages payable to administrative employees covered by this agreement are set out in sub-clauses (iv) and (viii) below.*
- (ii) **Administrative employee:** *an administrative employee is an employee whose position involves a general range of administrative duties. The position may include centre finance, centre roll management, dealing with correspondence, data entry, and secretarial duties.*
- (iii) **Progression:** *an administrative employee shall be paid on the appropriate step having regard to their previous experience and qualifications held and shall progress through the wage scale after each 12 months continuous service provided that an employee is employed for more than 10 hours per week. Where an employee is employed for 10 hours or less per week, they shall progress through the wage scale after each 18 months continuous service.*

(iv) **Administrative employee (\$ per hour)**

Effective from 1 July 2009 to 1 March 2010

Step	\$ per hour
1	13.37
2	14.14
3	14.91
4	15.69
5	16.48
6	17.24
7	18.03

- (v) *From 1 March 2010 clerical positions will be graded by the employer according to the level of skill, experience and responsibility which are required by the classifications in 6(g)(vi)*
 - *Any employee performing a mix of similar duties across two or more grades within one class shall be placed in the grade which reflects the substantive part of the job.*
 - *Any employee employed for two or more distinct positions shall be placed in the appropriate grade for each position.*
- (vi) *Classification (from 1 March 2010)*

Grade A: *The position is closely supervised. It involves duties and tasks which are specified and clear and are carried out in accordance with well defined procedures. The duties must be defined in detail, be free from ambiguity and give relatively little scope for discretion.*

Note: Close supervision is not just about physical proximity. It is about little or no scope for any discretion about what the person is to do or how they do it.

Grade B: *The position involves a range of duties for which additional knowledge, skills and experience are required to meet the needs of the centre. The position allows some scope for discretion on how and when the tasks are completed and is likely to involve periods without supervision.*

Grade C: *The position involves a range of duties for which a high level of skill, responsibility and specialist knowledge is required. It may include supervision of other non teaching staff, centre roll management including enrolments and financial responsibility, in particular payroll. Where the position does not involve supervision of staff, it may involve management of specialist equipment or programmes which make a significant contribution to the running of the centre.*

(vi) *Movement between grades shall occur by appointment to an established position, or by re-grading of a position where the requirements of the position have altered substantially.*

(vii) **Administrative employee (\$) per hour**

Effective 1 March 2010

<i>Step</i>	<i>\$ per hour</i>	
1	\$14.48	<i>Entry of Grade A</i>
2	\$15.44	
3	\$16.40	
4	\$17.36	<i>Entry - Grade B</i>
5	\$18.32	
6	\$19.28	<i>Top of Grade A</i>
7	\$20.24	
8	\$21.20	<i>Entry Grade C</i>
9	\$22.16	<i>Top Grade B</i>
10	\$23.12	
11	\$24.08	
12	\$25.04	<i>Top Grade C</i>

Administrative employee (\$) per hour

Effective 1 March 2011

<i>Step</i>	<i>\$ per hour</i>	
1	\$14.91	<i>Entry of Grade A</i>
2	\$15.90	
3	\$16.89	
4	\$17.88	<i>Entry - Grade B</i>
5	\$18.87	
6	\$19.86	<i>Top of Grade A</i>
7	\$20.85	
8	\$21.84	<i>Entry Grade C</i>
9	\$22.82	<i>Top Grade B</i>
10	\$23.81	
11	\$24.80	
12	\$25.79	<i>Top Grade C</i>

7. Simplification OSCAR provisions - (Part 6 (e&f))

- That the current provision for OSCAR employees be amended as follows:

(e) *Classification of employees - out-of-school care*

- (i) **Supervisor:** is an employee whose normal duties include administration work, the care of children in the programme, the supervision of the staff, and who has responsibility for the coordination and the daily routines of the programme.
- (ii) **Qualified:** is an employee employed as a supervisor who has relevant experience and a teaching qualification (a Diploma of Teaching or its equivalent) or a relevant tertiary qualification, for example in Physical Education, Social Work, Fine Arts, Science, Music, Māori.
- (iii) **Experienced:** is an employee holding previous relevant experience, recognised by the employer, or a qualification requiring knowledge of child development (0-14 years), recognised by the employer.
- (iv) **Assistant supervisor:** is an employee whose duties include substantial responsibility for significant aspects of the normal duties of the supervisor, as well as the care of children in the programme, and who carries out the supervisor's duties in her/his absence.
- (v) **Out-of-school care employee:** is an employee engaged in the care of children in the programme.

- That the lowest two steps be removed from the Out-Of-School Employee/Kaimahi scale and the provision for unqualified and experienced entry and maximum points be removed.
- That there be two 3% increases, 1 March 2010 and 1 March 2011 to the OSCAR scales to provide for cost of living increases and maintain relativities with other scales in the agreement.

See scales attached

8. Annual Cost of Living increases - (Part 6(h))

That the current provision for annual cost of living increases removed and that rates for all scales be agreed at negotiations and printed in the agreement.

9. Pay Parity Contingency

That the provision agreed in 2008, as contained in the Terms of Settlement, be retained (with updating and clarification where necessary).

10. Change of title and definition of Non-contact time - (Part 7 (d))

- That the current provision for non-contact time be amended to read as follows:

(d) *Professional time*

- (i) All early childhood teachers / kaiako are entitled to 12.5% of the total ordinary hours for which they are employed each week to be worked as **professional time** (rounded to the nearest half hour). Such time may be accumulated to a maximum of five hours.

The following examples are provided to assist interpretation:

40 total hours: 12.5% = 5 hours. 35 hours contact and 5 hours non contact per week.

10 total hours: 12.5% = 1.25 hours (rounds to 1.5 hours). 8.5 hours contact and 1.5 hours non contact per week.

- (ii) **Professional duties may include such work as assessment, planning, parent contact, preparation of activities, administration etc.**

11. Increase in Annual Leave - (Part 11)

That the current provision for annual leave (b)(v) be amended as follows:

- (v) An employee who has completed **two** years' service with the same employer or in the same establishment shall, at the end of the **second** year and for subsequent years, be entitled to an annual holiday of five (5) working weeks instead of four (4) working weeks.

12. Professional Development leave clarification - (Part 13 (d))

That the current provision for Professional development leave be amended as follows:

(d) Professional development leave

(i) Employees shall be granted up to seven working days per year paid professional development leave to enable them to:

- Gain and maintain requirements of being a registered teacher;
- Attend in-service courses, training courses, hui, meetings, seminars, or conferences (other than union meetings, seminars, training courses and/or conferences) directly related to their work
- Fulfil course requirements for study directly related to their work.

Permanent part-time employees shall be entitled to professional development leave calculated on a pro-rata basis according to the number of days worked per week to a minimum of 2 days in each year.

Note: This clause does not limit leave for professional development that is funded from the support grant for provisionally registered teachers.

13. Clarification of Staff Meetings clauses – Part 7 & 16

That the negotiating team and the employers discuss the interpretation and application of these clauses.

14. Non-Union members (No pass-on)

That Part (2)(c) remain in the agreement.

(c) This agreement reflects both a process of constructive engagement and a significant investment by NZEI Te Riu Roa and its members and employers and their representatives.

The parties agree that, consistent with the principles of the Employment Relations Act and except as a provided by s.63 of that Act, the terms and conditions agreed at the date of settlement of this agreement will not be automatically passed on to the employees not covered by this Agreement.

15. Pay Increases for Short Term – Relievers – (Appendix C)

That the pay rates for short term relievers outlined in Appendix C are increased to maintain relativity with teacher salaries. That the reference to a maximum rate be deleted as this is a minimum rates document.

Effective from 1 Nov 2009

Step	\$ per hour	
1	13.77	Q1 Entry
2	14.84	Q2 Entry
3	16.46	Q3 Entry
4	18.07	
5	18.61	
6	19.42	
7	20.50	
8	22.11	

Effective as at 1 March 2010

<i>Step</i>	<i>\$ per hour</i>	
1	14.89	<i>Q1 Entry</i>
2	16.05	<i>Q2 Entry</i>
3	17.46	<i>Q3 Entry</i>
4	19.17	
5	19.74	
6	20.60	
7	21.74	
8	23.45	

Effective as at 1 March 2011

<i>Step</i>	<i>\$ per hour</i>	
1	15.52	<i>Q1 Entry</i>
2	16.73	<i>Q2 Entry</i>
3	18.54	<i>Q3 Entry</i>
4	20.36	
5	20.96	
6	21.87	
7	23.08	
8	24.90	

16. Final transition of Schedule B employers (Otago Southland)

- That Schedule B is deleted and all employers who are currently named in that Schedule are moved into Schedule A.
- That the following provisions be amended to remove reference, and separate provisions, for Schedule B employees:
 - Short term relievers – Part 4 (d)
 - Non-contact time – Part 7(d)
 - Sick and Related Leave – Part 12(a)&(c)

17. Home-based Team Leader and Home-based Visiting teacher

That the negotiating team raises with the employers the position of the Home-based Team Leaders and Home-based Visiting Teachers on the pay scales.

18. Technical and Other Changes

Other changes as needed to ensure the agreement is consistent with legislation and/or make it more user-friendly. Such changes include: Removing reference to clauses that have been made redundant by subsequent changes in the agreement, drawing attention to the Employment Relations (Infant Feeding and Other Matters) Amendment Act 2008; changes to Appendix D to reflect Amendments to the Employment Relations Act.

NZEI Te Riu Roa Claim - Pay Scales

Effective 1 March 2010

Senior Teachers/Tumuaki -

		Centre Roll			
Staffing Responsibility		U1 0-50	U2 51-100	U3 101-150	U4 151+
	0-3	\$72,989	\$75,689	\$81,577	\$88,396
	4-6	\$75,689	\$81,577	\$87,969	\$87,967
	7-10	\$81,577	\$87,969	\$87,969	\$91,613
	11-15	\$87,969	\$87,969	\$91,613	\$91,613
	16 +	\$87,969	\$91,613	\$91,613	\$91,613

Head Teacher/Kaiako Kaiarahi and Home-based Team Leader

Staffing Responsibility	Salary
0-3	\$69,772
4-6	\$71,627
7-10	\$73,482
11 +	\$75,337

Assistant Head Teacher/Kaiako Tuatahi and Home-based Visiting Teacher

Centre Roll	Salary
0-25	\$66,062
26-50	\$67,917
51 +	\$69,772

Early Childhood Teacher/Kaiako

Step	Salary	Qualification
1	\$32,562	Q1 Entry
2	\$35,065	Q2 Entry
3	\$38,103	
4	\$41,791	Q3 Entry
5	\$43,021	Q3+ Entry
6	\$44,865	
7	\$47,322	
8	\$51,010	Q1 Maximum
9	\$54,697	Q2 Maximum
10	\$59,737	
11	\$61,827	Q3 Maximum
12	\$65,002	Q3+ Maximum

Unqualified/ in-training early childhood teacher / kaiako

Year of Service	Unqualified	In training
1	\$14.38	\$15.00
2	\$15.15	\$15.77
3	\$15.92	\$16.54

In Training Assistant Supervisor

Year of Service	(\$ per hour)
1	\$16.93
2	\$17.65
3	\$18.37

Out-Of-School Care Supervisor (\$ per hour)

Year of Service	Qualified	Experienced
1	\$19.55	\$15.80
2	\$20.18	\$16.39
3	\$20.82	\$17.02
4	\$21.57	\$17.69
5	\$22.22	\$18.30
6	\$22.96	\$18.88
7	\$23.74	\$19.48

Out of School Care Assistant Supervisor

Year of Service	(\$ per hour)
1	\$15.42
2	\$16.16
3	\$16.93
4	\$17.65

Out-Of-School Care Employee/Kaimahi (\$ per hour)

Year of Service	\$ per hour
1	\$14.27
2	\$14.85
3	\$15.45

Effective 1 March 2011

Senior Teachers/Tumuaki

		Centre Roll			
Staffing Responsibility		U1 0-50	U2 51-100	U3 101-150	U4 151+
	0-3	\$76,638	\$78,338	\$84,024	\$90,608
	4-6	\$78,338	\$84,024	\$90,608	\$90,608
	7-10	\$84,024	\$90,608	\$90,608	\$94,362
	11-15	\$90,608	\$90,608	\$94,362	\$94,362
	16 +	\$90,608	\$94,362	\$94,362	\$94,362

Head Teacher/Kaiako Kaiarahi and Home-based Team Leader

Staffing Responsibility	Salary
0-3	\$73,959
4-6	\$75,925
7-10	\$77,891
11 +	\$79,858

Assistant Head Teacher/Kaiako Tuatahi and Home-based Visiting Teacher

Centre Roll	Salary
0-25	\$70,026
26-50	\$71,992
51 +	\$73,959

Early Childhood Teacher/Kaiako

Step	Salary	Qualification
1	\$33,914	Q1 Entry
2	\$36,523	Q2 Entry
3	\$40,434	
4	\$44,348	Q3 Entry
5	\$45,653	Q3+ Entry
6	\$47,610	
7	\$50,217	
8	\$54,132	Q1 Maximum
9	\$58,044	Q2 Maximum
10	\$63,392	
11	\$65,609	Q3 Maximum
12	\$68,980	Q3+ Maximum

Unqualified/ in-training early childhood teacher / kaiako (\$ per hour)

Year of Service	Unqualified	In training
1	\$14.81	\$15.45
2	\$15.61	\$16.24
3	\$16.40	\$17.04

In Training Assistant Supervisor

Year of Service	(\$ per hour)
1	\$17.44
2	\$18.18
3	\$18.93

Out-Of-School Care Supervisor (\$ per hour)

Year of Service	Qualified	Experienced
1	\$20.14	\$16.27
2	\$20.78	\$16.88
3	\$21.44	\$17.53
4	\$22.22	\$18.22
5	\$22.88	\$18.85
6	\$23.65	\$19.45
7	\$24.45	\$20.06

Out of School Care Assistant Supervisor

Year of Service	\$ per hour
1	\$15.88
2	\$16.65
3	\$17.44
4	\$18.18

Out-Of-School Care Employee/Kaimahi

Year of Service	\$ per hour
1	\$14.69
2	\$15.30
3	\$15.91