



Much has been made about the draft Enterprise Agreement that's currently being negotiated between Catholic employers and the IEU. Ensuring that everyone is equipped with the facts about the draft proposal is essential to achieve the best outcome for everyone.

## **These are the foundations upon which the proposal was created:**

### 1. Rewarding our best teachers

A national approach to teacher standards is the future of education. The proposal is not about reducing opportunities – it's about creating new ones for more teachers at all levels of the profession.

### 2. Rethinking an outdated model

Schools are very different places than they once were. Needs of students and expectations on teachers have changed. The IEU claims the proposal is stripping back workload protections. That is not the aim. It's a call to reflect on what's currently working and what may work better in managing staff workloads.

### 3. Collaboration

A collective approach to teacher planning, resources and special needs support is the future of education. Safety nets are crucial – and it's also important that staff have the freedom to engage at a local level to create environments that best support what they do.

### 4. Supporting our leaders

The union claims positions are being abolished. This is not true. The proposal looks at how the current leadership structure can be rewarded and recognised within a standards-based framework. The intention is to free up our school leaders to focus on their roles as leaders of learning.

### 5. Best student outcomes

Discovering ways to get better learning outcomes for all students sits at the heart of the draft proposal.

## So is there a threat to your entitlements?

No staff member can be forced to vote in support of an agreement he or she does not want. We're committed to negotiating a sustainable and equitable agreement that you and the union can support.

While these negotiations occur, we are committed to continuing to provide increases that would otherwise have applied on the condition that constructive discussions about a new agreement continue.

Schools have changed. It is time to have a conversation about how your school can best respond to a rapidly changing educational environment. You can help make that happen by joining the conversation.

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