

Summary of Terms and Conditions

Community of Learning teacher (within school) role

The below table contains a summary of terms and conditions specific to the within school role.

The full terms and conditions are contained in the:

- [Primary Teachers' Collective Agreement 2019 - 2022](#)
- [Secondary Teachers' Collective Agreement 2019-2022](#)

Primary Teachers' Collective Agreement 2016-2018	Secondary Teachers' Collective Agreement 2015-2018
<p>Allowances for Kāhui Ako Teacher (across community) Role</p> <p>3.34.1 Boards within each Kāhui Ako will be entitled to a number of Teacher (betweenschools) roles, generated by formula in the relevant Staffing Order, to facilitate engagement of all staff in the Kāhui Ako.</p> <p>3.34.2 The responsibilities and/or activities of each role will be defined in substance and time by the Kāhui Ako shared achievement plan.</p> <p>3.34.3 A Kāhui Ako Teacher (between-schools) role will be appointed to promote best teaching practice across a Kāhui Ako , in line with the challenges in the Kāhui Ako shared achievement plan. Promotion of best teaching practice may include a focus on: collaborative inquiry expertise capacity building pedagogy/teaching practice community engagement transition support cultural competency.</p>	<p>Allowances for Kāhui Ako Teacher (across community) Role</p> <p>4.23.1 Boards within a designated Kāhui Ako will be entitled to a number of allowances for a Kāhui Ako Teacher (across community) role ("the role"), generated by formula in the relevant Staffing Order.</p> <p>4.23.2 Appointment criteria to the role shall include: (a) the appointee may hold a maximum of two permanent units while in the role (b) a teacher cannot concurrently hold both the Specialist Classroom Teacher role and the Kāhui Ako Teacher (across community) role. (c) current employment as a teacher within the Kāhui Ako (d) a current practising certificate (e) recent educational leadership experience relevant to the role (f) met professional standards relevant to their current position (g) the approval of their employing board</p> <p>4.23.3 A teacher who has met the selection criteria, and has been appointed to the role shall be entitled to receive an allowance of</p>

<p>3.34.4 A teacher, who through an agreed selection process, has met the national criteria or professional standards (and is affirmed by the National Panel as having met the criteria or standards as applicable) and demonstrated how they will help meet the agreed purpose/focus for the role within the Kāhui Ako and is appointed to the role will be entitled to receive an allowance of \$16,000 per annum.</p> <p>3.34.5 The period of appointment to the role will be up to two years, the exact tenure will be determined by the Kāhui Ako based on needs identified through the planning process, with the agreement of the Kāhui Ako , teacher and employing board, subject to (3.34.6), (3.34.10) and (3.34.11) below.</p> <p>3.34.6 The initial period of appointment may be extended for one further period of up to two years depending on the needs of the Kāhui Ako and the progress of planning and inquiry, with the agreement of the Kāhui Ako, teacher and employing board.</p> <p>3.34.7 Where a Kāhui Ako cannot select a teacher to one of the Teacher (betweenschools) roles it generates from within the Kāhui Ako, or seeks an alternative period for the appointment of one or more of the roles, the Secretary for Education may agree to alternatives. This may result in alternative arrangements for the payment of the allowance outlined in (3.34.4) above and for the provision of the time allowance outlined in (3.34.9) below or for the period of the appointment to the role outlined in (3.34.5) or (3.34.6) above.</p> <p>3.34.8 As the role is intended to expand on career opportunities for classroom teachers to use and develop their professional leadership skills while remaining in the classroom, a teacher appointed to this role must maintain at minimum a 0.5 FTTE classroom teaching load.</p>	<p>\$16,000 per annum. The period of the appointment shall be for a fixed period of up to two years, subject to (4) and (8) below.</p> <p>4.23.4 The appointment may be renewed without re-advertising the role for one further period of up to two years, subject to the incumbent teacher continuing to meet the relevant criteria.</p> <p>4.23.5 A teacher appointed to the role shall maintain at minimum an average of eight (8) timetabled class-contact hours per week.</p> <p>4.23.6 The employing board shall receive 0.4 full-time teacher equivalent (FTTE) time allowance for the period of the appointment to enable the teacher to fulfil their function in the role.</p> <p>4.23.7 Each teacher in a Kāhui Ako Teacher (across community) role shall be allocated the equivalent of ten hours non-teaching time per week. The employing board, in consultation with the Kāhui Ako and the employee has flexibility to decide how they allocate this time within or across weeks. An allocation under this clause is in addition to any other time allowances to which the teacher is entitled under this agreement.</p> <p>4.23.8 A teacher appointed to the role shall be assessed annually during their fixed-term of appointment by their employing board against the Kāhui Ako Teacher (across community) professional standards. Secondary Teachers' Collective Agreement 2019-2022</p> <p>4.23.9 Teachers who relieve, for teachers in a Kāhui Ako Teacher (across community) role who are on approved leave, will receive both the allowance and the time allowance for the period they are undertaking the Kāhui Ako Teacher (across community) role duties, subject to clause 4.16.4.</p>
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3.34.9 The employing board will receive additional 0.4 FTTE staffing for the period of the appointment to enable the functions of the role to be fulfilled.

3.34.10 The allowance may be suspended by the employing board where the teacher is undergoing competency processes as outlined in clause 10.7.2.

3.34.11 The allowance will cease to be payable in the following circumstances: (a) where the teacher has been the subject of an adverse outcome following competency or disciplinary processes (or both); or (b) where the teacher ceases to be employed as a teacher at that school; or (c) where, with the agreement of the employing board, the teacher voluntarily relinquishes the role; or 31 (d) where the teacher ceases to hold the role; or (e) when the fixed period of the appointment ends, regardless of whether the teacher remains at that school; or 32 (f) where the employing board become ineligible to make the allowance available. In such circumstances the teacher will be provided notice of a period that is the lesser of the remainder of the term of the appointment or one year, provided the teacher continues to hold a similar status in that school.

4.23.10 The allowance will cease to become payable in the following circumstances: (a) where the teacher ceases to be employed as a teacher at that school; or (b) where a teacher in the role decides to voluntarily relinquish the role, and that offer of relinquishment is accepted by the employer subject to any conditions that it may consider necessary, from the date that the relinquishment takes effect; or (c) when the fixed period of the appointment ends, regardless of whether the teacher remains at that school; or (d) where a teacher loses the role as a consequence of the withdrawal of the employing school from the Kāhui Ako, subject to 4.23.12; or (e) where a teacher loses the role as a consequence of the disestablishment of the Kāhui Ako, subject to 4.23.12; or (f) where a teacher loses the role as a consequence of a reduction in the number of these roles available to the Kāhui Ako, subject to 4.23.12.

4.23.11 Where Kāhui Ako Teacher (across community) roles are to be reduced in number as a consequence of a reduction in the allocation to the Kāhui Ako then: (a) schools within the Kāhui Ako will review the current needs of the Kāhui Ako in relation to its achievement plan and the number of roles to be reduced. This review will be carried out by the person in the Kāhui Ako Leadership role in consultation with employing boards. The review will be of the functions of each position against the current needs of the Kāhui Ako in relation to its agreed objectives and determine which role(s) is/are most needed. (i) The employing boards will first seek to manage any required reduction by attrition. (b) Where the reduction cannot be managed by attrition then the process will be to: (i) reduce the fixed-term closest to the end of its term. (ii) where two or more fixed-term roles have an equal period to run to the end of their term, the employers will, in consultation with the person in the Kāhui Ako Leadership role and

	<p>representatives of the Kāhui Ako, review the functions of each role against the current needs of the Kāhui Ako in relation to its agreed objectives and determine which role(s) is/are most needed. (c) The employer of roles identified will issue notice of loss of role(s). (d) A surplus staffing process is not undertaken as a result of this process.</p> <p>4.23.12 The salary protection provisions of subsection 3.9.9(a) will apply to teachers whose Kāhui Ako Teacher (across community) role is disestablished. If a teacher returns to, or is subsequently appointed to, a position of equal or higher remuneration than they received in the Kāhui Ako Teacher (across community) role, the salary protection no longer applies. Note 1: Kāhui Ako Teacher (across community) professional standards are to be developed in 2015. Until the professional standards are developed the annual assessment for this role will be based on the National Criteria for Selection developed by the Professional Standards Writing Group. Note 2: Attention is drawn to clause 3.8D in relation to induction and networking for the role.</p>
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