



**COLLECTIVE AGREEMENT
NUMBER 2 OF 2009**

**MATTERS IDENTIFIED FOR
COLLECTIVE BARGAINING IN
PUBLIC EDUCATION**

EDUCATION LABOUR RELATIONS COUNCIL

COLLECTIVE AGREEMENT NO 2 OF 2009

Matters Identified for Collective Bargaining in Public Education

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to provide for a list of priority areas identified for collective bargaining. However, Parties still reserve the right to place any other matter for collective bargaining on the agenda of the ELRC if they so wish.

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

- 2.1 The employer, and
- 2.2 All the employees of the employer as defined in the Employment of Educators Act, 1998, whether such employees are members of trade union parties to this agreement or not.

3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS:

- 3.1 That there is an urgent need for parties to conclude discussions and negotiations on matters identified as crucial for the development and provisioning of quality public education.
- 3.2 ELRC Collective Agreement No. 3 of 2002 which dealt with the Performance Management Development System for Office Based educators.
- 3.3 ELRC Collective Agreement No. 8 of 2003 which dealt with the establishment of the Integrated Quality Management System (IQMS).
- 3.4 ELRC Collective Agreement No. 1 of 2008 which created a framework for the implementation of the Occupational Specific Dispensation (OSD) for educators.
- 3.5 Specific challenges relating to:
 - 3.5.1 Teacher Appraisal
 - 3.5.2 The finalization of the Education Management System for School and Office based management
 - 3.5.3 The need for a job evaluation for Office based educators

- 3.5.4 The finalization of the Teaching and Learning Specialist and Senior Teaching and Learning Specialist Categories
- 3.5.5 The need to finalize the processes relating to the Recognition of Prior Learning (RPL) of educators for qualification purposes.
- 3.6 The intended revision and amendment of the Personnel Administrative Measures (PAM).
- 3.7 ELRC Collective Agreement 2 of 2008 which dealt with anomalies, inequities, backlogs and the incorrect and or non implementation of collective agreements.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

4.1 Teacher Appraisal

- 4.1.1 That issues relating to teacher appraisal will find expression during the discussions in the upcoming Teacher Development Summit.
- 4.1.2 The ELRC will finalize the issues relating to teacher appraisal taking into account the discussion and recommendations emanating from the Teacher Development Summit.
- 4.1.3 A working group of the ELRC will be established prior to the commencement of the Teacher Development Summit and will meet immediately thereafter to expedite the finalization of this matter.
- 4.1.4 The working group must conclude their work and make recommendations to the ELRC within three months from the time of the Teacher Development Summit.

4.2 Education Management Service (EMS) for School and Office Based Management

- 4.2.1 All principles relating to the Education Management Service (School and Office Based Management) shall be subjected to further negotiations in the ELRC and will be finalised by 30 August 2009.

4.3 Job Evaluation for Office Based Educators

- 4.3.1 An ELRC Task Team will be established to investigate the disparities that exist in the employment of office based educators by 20 July 2009.

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