

Summary of Terms and Conditions Community of Learning Teacher (across community) role

The below table contains a summary of terms and conditions specific to the across Community role. Be advised of the variation in language in the Primary Teachers' Collective Agreement (i.e. "between-schools" role).

The full terms and conditions are contained in the:

- [Primary Teachers' Collective Agreement 2016-2018](#)
- [Secondary Teachers' Collective Agreement 2015-2018](#)
- [Area School Teachers' Collective Agreement 2016-2019](#)

Primary Teachers' Collective Agreement 2016-2018	Secondary Teachers' Collective Agreement 2015-2018	Area School Teachers' Collective Agreement 2016-2019
<p>Allowances for Community of Learning Teacher (between-schools) role</p> <p>3.33.1 Boards within each Community of Learning will be entitled to a number of Teacher (between-schools) roles, generated by formula in the relevant Staffing Order, to facilitate engagement of all staff in the Community of Learning.</p> <p>3.33.2 The responsibilities and/or activities of each role will be defined in substance and time by the Community of Learning's shared achievement plan.</p> <p>3.33.3 A Community of Learning Teacher (between-schools) role will be appointed to promote best teaching practice across a Community of Learning, in line with the</p>	<p>Allowances for Community of Schools Teacher (across community) Role</p> <p>4.23.1 Boards within a designated Community of Schools will be entitled to a number of allowances for a Community of Schools 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:</p> <p>a. the appointee may hold a maximum of two permanent units while in the role</p> <p>b. a teacher cannot concurrently hold both the Specialist Classroom Teacher</p>	<p>3.32 Allowance for community teacher (Across Community) role</p> <p>3.32.1 Boards within a designated Community will be entitled to a number of allowances for a Community Teacher (across community) role ("the role"), generated by formula in the relevant Staffing Order.</p> <p>3.32.2 Subject to clauses 3.32.11 and 3.32.12 below, each appointment to the role:</p> <p>a. is subject to an agreed selection process and criteria;</p> <p>b. is for a fixed-term of up to two years, subject to 3.32.4 and 3.32.6 below; and</p>

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<p>challenges in the Community of Learning's shared achievement plan. Promotion of best teaching practice may include a focus on:</p> <ul style="list-style-type: none"> • collaborative inquiry • expertise capacity building • pedagogy/teaching practice • community engagement • transition support • cultural competency. <p>3.33.4 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 Community of Learning and is appointed to the role will be entitled to receive an allowance of \$16,000 per annum.</p> <p>3.33.5 The period of appointment to the role will be up to two years, the exact tenure will be determined by the Community of Learning based on needs identified through the planning process, with the agreement of the Community of Learning, teacher and employing board, subject to (3.33.6), (3.33.10) and (3.33.11) below.</p>	<p>role and the Community of Schools Teacher (across community) role.</p> <p>c. current employment as a teacher within the Community of Schools</p> <p>d. a current practising certificate</p> <p>e. recent educational leadership experience relevant to the role</p> <p>f. met professional standards relevant to their current position</p> <p>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 \$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</p>	<p>c. may be extended for one further period of up to 2 years.</p> <p>3.32.3 A teacher appointed to the role shall receive an allowance of \$16,000 per annum while they hold the role.</p> <p>3.32.4 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>3.32.5 In the event a part-time teacher is eligible for, and appointed to the role, the allowance will be paid at the substantive rate. As the allowance is not pro-rated, part-time teachers are required to do the full work of the role and to work with other teachers for the same amount of time as a full-time teacher in the role.</p> <p>3.32.6 A teacher appointed to the role shall be assessed annually during their fixed-term of appointment by their employing board against the agreed criteria for the role.</p> <p>3.32.7 Where a teacher is relieving in the Community Teacher (across community) role due to the absence of the teacher appointed to the role being on approved leave, the relieving teacher shall be</p>

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<p>3.33.6 The initial period of appointment may be extended for one further period of up to two years depending on the needs of the Community and the progress of planning and inquiry, with the agreement of the Community of Learning, teacher and employing board.</p> <p>3.33.7 Where a Community of Learning cannot select a teacher to one of the Teacher (between-schools) roles it generates from within the Community of Learning, 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 (3.33.4) above and for the provision of the time allowance outlined in (3.33.9) below or for the period of the appointment to the role outlined in (3.33.5) or (3.33.6) above.</p> <p>3.33.8 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>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 Community of Schools Teacher (across community) role shall be allocated the equivalent of ten hours non-teaching time per week. The employing board, in consultation with the Community of Schools 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 Community of Schools Teacher (across community) professional standards.</p> <p>4.23.9 Teachers who relieve, for teachers in a Community of Schools Teacher (across community) role who are on approved leave, will receive both the allowance and the time allowance for the</p>	<p>entitled to the allowance provided in clause 3.32.3 and time allowance for the role provided in clause 3.32.11 (h) or 3.32.12 (c) provided that:</p> <p>a. The period the teacher is relieving in the role is no less than one term and no more than one year; and</p> <p>b. The teacher relieving in the role meets the criteria for appointment to the role.</p> <p>3.32.8 The allowance will cease to be payable in the following circumstances:</p> <p>a. Where the teacher ceases to be employed as a teacher at that school; or</p> <p>b. Where, with the agreement of the employing board, the teacher voluntarily relinquishes the role; or</p> <p>c. Where the teacher ceases to hold the role; or</p> <p>d. Where the appointment is for a fixed period, when that fixed period ends, regardless of whether the teacher remains at that school; or</p> <p>e. Where a teacher loses the role as a consequence of the withdrawal of the</p>

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<p>3.33.9 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.</p> <p>3.33.10 The allowance may be suspended by the employing board where the teacher is undergoing competency processes as outlined in clause 10.7.2.</p> <p>3.33.11 The allowance will cease to be payable in the following circumstances:</p> <p>a. where the teacher has been the subject of an adverse outcome following competency or disciplinary processes (or both); or</p> <p>b. where the teacher ceases to be employed as a teacher at that school; or</p> <p>c. where, with the agreement of the employing board, the teacher voluntarily relinquishes the role; or</p> <p>d. where the teacher ceases to hold the role; or</p> <p>e. when the fixed period of the appointment ends, regardless of whether the teacher remains at that school; or</p>	<p>period they are undertaking the Community of Schools Teacher (across community) role duties, subject to clause 4.16.4.</p> <p>4.23.10 The allowance will cease to become payable in the following circumstances:</p> <p>a. where the teacher ceases to be employed as a teacher at that school; or</p> <p>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</p> <p>c. when the fixed period of the appointment ends, regardless of whether the teacher remains at that school; or</p> <p>d. where a teacher loses the role as a consequence of the withdrawal of the employing school from the Community of Schools, subject to 4.23.12; or</p> <p>e. where a teacher loses the role as a consequence of the disestablishment of the Community of Schools, subject to 4.23.11 (e); or</p>	<p>employing school from the Community, subject to 3.32.9 (e); or.</p> <p>f. Where a teacher loses the role as a consequence of the disestablishment of the Community, subject to 3.32.9 (e); or</p> <p>g. Where a teacher loses the role as a consequence of a reduction in the number of these roles available to the Community, subject to the provisions of clause 3.32.9 below; or</p> <p>h. Where the teacher loses the role due to competency issues, subject to clause 2.3.3 (e).</p> <p>3.32.9 Where Community Teacher (across community) roles are to be reduced in number as a consequence of a reduction in the allocation to the Community then:</p> <p>a. Schools within the Community will review the current needs of the Community 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 Community Leadership role in consultation with employing boards. The review will be of the functions of each position against the current needs of the Community in relation to its agreed</p>

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<p>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.</p>	<p>f. where a teacher loses the role as a consequence of a reduction in the number of these roles available to the Community of Schools, subject to 4.23.12.</p> <p>4.23.11 Where Community of Schools Teacher (across community) roles are to be reduced in number as a consequence of a reduction in the allocation to the Community of Schools then:</p> <p>a. Schools within the Community of Schools will review the current needs of the Community of Schools 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 Community of Schools Leadership role in consultation with employing boards. The review will be of the functions of each position against the current needs of the Community of Schools in relation to its agreed objectives and determine which role(s) is/are most needed.</p> <p>i. The employing boards will first seek to manage any required reduction by attrition.</p> <p>b. Where the reduction cannot be managed by attrition then the process will be to:</p>	<p>objectives and determine which role(s) is/are most needed.</p> <p>i. The employing boards will first seek to manage any required reduction by attrition.</p> <p>b. Where the reduction cannot be managed by attrition then the process will be to:</p> <p>i. Reduce the fixed-term closest to the end of its term.</p> <p>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 Community Leadership role and representatives of the Community, review the functions of each role against the current needs of the Community in relation to its agreed objectives and determine which role(s) is/are most needed.</p> <p>c. The employer of roles identified will issue notice of loss of role(s).</p> <p>d. A surplus staffing process is not undertaken as a result of this process.</p> <p>e. Salary protection provisions of clause 3.4.9 (a) will apply to teachers whose</p>

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	<p>i. reduce the fixed-term closest to the end of its term.</p> <p>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 Community of Schools Leadership role and representatives of the Community of Schools, review the functions of each role against the current needs of the Community of Schools in relation to its agreed objectives and determine which role(s) is/are most needed.</p> <p>c. The employer of roles identified will issue notice of loss of role(s).</p> <p>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 4.3.9(a) will apply to teachers whose Community of Schools 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 Community of Schools Teacher (across community) role, the salary protection no longer applies.</p>	<p>Community 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 Community Teacher (across community) role, the salary protection no longer applies.</p> <p>Note 1: Community Teacher (across community) professional standards are to be developed. Until the professional standards are developed the annual assessment for this role will be based on the agreed Criteria for Selection developed by the Professional Standards Writing Group.</p> <p>Note 2: Attention is drawn to clause 2.20 in relation to induction and networking for the role.</p> <p>3.32.10 For the purposes of this role, "predominantly" shall mean 80% or more of the teacher's weekly timetabled classroom teaching time as at the time they are appointed to the role.</p> <p>3.32.11 The following provisions apply where the person appointed to the role is, at the time of appointment, a teacher predominantly teaching years 1 to 6 classes:</p>

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	<p>Note 1: Community of Schools 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.</p> <p>Note 2: Attention is drawn to clause 3.8D in relation to induction and networking for the role.</p> <p>3.8D Community of Schools-level induction and networking programmes</p> <p>a. Each teacher employed in a Community of Schools Teacher (across community) role will generate \$750 per annum to the employing school to support Community of Schools-level induction and networking programmes.</p>	<p>a. The responsibilities and / or activities of each role will be defined in substance and time by the Community's shared achievement plan;</p> <p>b. The teacher is appointed to promote best teaching practice across a Community in line with the challenges in the Community's shared achievement plan. Promotion of best teaching practice may include a focus on:</p> <ul style="list-style-type: none"> • collaborative inquiry • expertise capacity building • pedagogy / teaching practice • community engagement • transition support • cultural competency. <p>c. A teacher is appointed to the role through an agreed selection process, including:</p> <p>i. National criteria or professional standards (and is affirmed by the National Panel as having met the criteria or standards);</p> <p>ii. Demonstrating how they will meet the agreed purpose / focus of the role; and</p> <p>iii. In accordance with the agreed guidelines.</p>

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		<p>d. The exact tenure of the appointment will be determined by the Community based on the needs identified through the planning process, with the agreement of the Community, teacher and employing board, subject to 3.32.2 (c) and 3.32.8</p> <p>e. Any extension will depend on the needs of the Community and the progress of planning and inquiry, with the agreement of the Community, teacher and employing board.</p> <p>f. 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 shall maintain at minimum a 0.5 FTTE classroom teaching load.</p> <p>g. Boards will take into account the work generated by the requirements of the role alongside any other responsibilities relating to units held by a teacher. There is no limit on the number of units a teacher may hold while in this role.</p> <p>h. 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.</p>

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		<p>i. Where a Community cannot select a teacher to be in one of the roles it generates from within the Community, 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 clause 3.32.3 above and for the provision of the time allowance outlined in clause 3.32.11 (h) or 3.32.12 (c), or for the period of the appointment to the role outlined in clause 3.32.2 above.</p> <p>3.32.12 The following provisions apply where the person appointed to the role is, at the time of appointment, a teacher predominantly teaching years 7 to 13 classes:</p> <p>a. Appointment criteria to the role shall include:</p> <p>i. the appointee may hold a maximum of two permanent units while in the role</p> <p>ii. a teacher cannot concurrently hold both the Specialist Teacher role and the Community Teacher (across community) role</p>

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		<p>iii. current employment as a teacher within the Community</p> <p>iv. a current practising certificate</p> <p>v. recent educational leadership experience relevant to the role</p> <p>vi. met professional standards relevant to their current position</p> <p>vii. the approval of their employing board</p> <p>b. a Teacher appointed to the role shall maintain at minimum an average of eight (8) timetabled class-contact hours per week.</p> <p>c. 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>d. Each teacher in a Community Teacher (across community) role shall be allocated the equivalent of ten hours non-teaching time per week. The employing board, in consultation with the Community 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</p>

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		<p>allowances to which the teacher is entitled under this agreement.</p> <p>2.20 Community-Level Induction and networking programmes</p> <p>2.20.1 a. Each teacher employed in a Community Teacher (across community) role will generate \$750 per annum to the employing school to support Community-level induction and networking programmes.</p>