



# CHURCH SCHOOLS COLLECTIVE AGREEMENT

PRESENTATION 29<sup>TH</sup> JANUARY 2025

# INTRODUCTION

- During this presentation we will go through the new Collective Agreement for Church Schools
- This agreement is based on the Sectoral Agreement of July 2024 with some amendments to reflect the Church Schools Sector
- We will not go into detail about areas where there were no changes from the Sectoral Agreement of July 2024
- The agreement must be seen as a whole and not in parts. All clauses are tied to each other

# THE CHURCH SCHOOLS COLLECTIVE AGREEMENT

- Effective from 1<sup>st</sup> January 2023 to 31<sup>st</sup> December 2027 (5 years)
- Once signed, the agreement shall remain in force until a new agreement is signed
- Parties pledge to start negotiations on a new agreement 6 months before 31<sup>st</sup> December 2027

# THE CHURCH SCHOOLS COLLECTIVE AGREEMENT

- The only agreement for educators employed by Church Schools and by the Secretariat for Catholic Education (SfCE)
- Negotiated between the MUT and the Secretariat for Catholic Education/Church Schools Association

# THE GRADES

Grades included in the agreement (as they are currently known):

- Teacher, Kindergarten Educator, Head of Department, Learning Support Educator, Assistant Head, Head of School.
- Supply Teacher, Supply KGE, Supply LSE.

# THE GRADES

- Changes in grades:
- Assistant Head to change name to Deputy Head
- LSE1, LSE2, LSE3 to become LSE (in different scales)
- KGE1, KGE2, KGE3 to become KGE (in different scales)
- New grade of Senior Teacher
- New grade of HOD (Kindergarten)

# POSTS OF RESPONSIBILITY

- All posts of responsibility shall have a dedicated SOP to capture the work and duties. This shall be done in discussion/agreement with MUT
- Form Teacher duties to be compensated by two lessons instead of one
- Teacher Librarian shall receive mid-day supervision payments for all breaks carrying out library duties.
- Reinforcement of Guidance Teachers in primary schools with an established complement per school

# THE SCHOOL YEAR

- NO changes in holiday periods
- Compensation for ALL public holidays falling during weekend now included
- NO changes in school hours
- The school calendar shall be issued by each school through a dedicated template
- The school year for students cannot begin before 22<sup>nd</sup> September



# THE SCHOOL YEAR

- Year 11 students to stop attending at the end of the 2<sup>nd</sup> term
- Parents days shall become two full days without students with the possibility of the school requesting the third day to SfCE. Afternoon/evening parents days are being stopped
- Schools to close 3 hours before closing time for a 2-hour Celebration in the evening. If the event takes longer than 2 hours, the additional hours will be compensated by time in lieu.

# EXAMS/ASSESSMENT

- If a half-day shall exceed the respective half-day hours due to exams, there shall be compensation in time off in lieu
- Teachers and HODs may carry out corrections off-site during the 6 correction days at the end of the school year and they are relieved from all duties when exam papers and marks are handed to the school
- An additional 5.5 hours time off in lieu to be used throughout the scholastic year shall be provided to prepare examination papers together with the two days off during the examinations sessions

# EXAMS/ASSESSMENT

- Exams of year 11 shall be held six weeks before the end of term 2
- External invigilators for Year 11 examinations shall be provided for core subjects
- The correction days for Year 11 have been increased to ten working days
- There shall be one additional DHoS in secondary schools to coordinate national assessment

# SCHOOL ADMINISTRATOR

- New grade of School Administrator (Scale 11)
- Responds to the Head of School and SLT
- Responsible for the school building and facilities during and beyond school hours
- Enables SLT to focus on administrative and curricular matters

# PROFESSIONAL DEVELOPMENT

COPE to change name to Professional Development Sessions:

- Total of 40 hours Professional Development Sessions per school year –no changes
- 28 hours without students present (out of which 12 hours for SDP) – no change; ‘without students’ added
- Remaining 12h consisting of preparation, videos or other material to be viewed during school hours –previously undefined

# HEALTH AND SAFETY

- H&S teachers are no longer a 'dying grade'
- A complement per school is being established
- Church Authorities to review the current health and safety model based on the level of support provided by the State.

# FIRST AIDERS

- Increase from two first aiders to a minimum of three first aiders per school
- If the school population exceeds 350 students, an additional first aider shall be allocated for every 200 students
- Schools with annex/es shall have a dedicated first aider in each annex
- Training held after school hours shall be remunerated
- Improved allowance for the role

# RECOGNITION OF PRIOR EXPERIENCE

- Educators who did not benefit from the Bridging (2013) or the Mobility (2015) agreements will have their prior experience recognised
- All years of 'regular' experience of educators shall be considered for the computation of salaries/allowances
- Employees who were employed on a definite supply contract when they were fully qualified shall have their year/s recognised for salary/progression



# RECOGNITION OF PRIOR EXPERIENCE

- A 2:1 formula shall be used to recognise years as a supply grade prior to obtaining regular status if applicable. Applicable also to those who benefited from Bridging or Mobility
- Adjustment of salaries/allowances shall be applicable with effect from 1<sup>st</sup> January 2023
- Experience outside EU to be evaluated on a case-by case basis.

# PAID STUDY LEAVE

- Educators who take one year Paid Study Leave Scheme (A) shall start to receive the allowances besides the basic salary
- This shall apply from 1<sup>st</sup> January 2023
- The four years undertaking period shall now start from the date of return to work and not from the completion of studies

# PAID STUDY LEAVE

- Educators may utilise a bank guarantee instead of a hypothec for the undertaking period of the scheme
- Educators can now apply also for scheme B, short periods of paid study leave
- Educators who take Paid Study leave Scheme (B) of shorter periods shall now be eligible to take Paid Study Leave Scheme (A)

# PAID/UNPAID STUDY LEAVE

- Educators shall now be able to carry out part-time work during paid study leave with the permission of the respective line manager
- Educators who take unpaid study leave shall now have the years of unpaid study leave recognised for salary and progression purposes

# LAPTOPS

- There shall be discussions by the Church authorities regarding the replacement of laptops
- Based on the outcome, there shall be a decision discussed with MUT whether to provide a fund to educators or whether to continue to provide the laptop

# LEAVE

- Special leave to be increased from 31.25 hours to 34 hours from Scholastic year 2024/2025
- 35% of special leave can be transferred to the next scholastic year

New/redefined leave - Temporary absence of 12 hours

- Cannot be taken in the first 45mins and the last 45mins of the school day
- Cannot be added to other leave

# KINDERGARTEN

- Non-contact time for KGEs to be increased from the current 1.5 hours (90 mins)
- From scholastic year 2024/2025 it shall increase to 2.0 hours
- From scholastic year 2025/2026 it shall increase to 2.5 hours
- 60 mins of the non-contact time can be used for meetings

New grade of HOD (Kindergarten)

- Eligible for the post - teachers ECEC and KGEs
- Criteria similar to HOD (Inclusion)

# SOPS, MANUALS AND PROTOCOLS

- Timeframes have been established to revise or establish SOPS, Manuals and Protocols. This list is not exhaustive:
- Sixth Forms
- Security in schools
- Discipline
- Job descriptions
- Other



# HOS FROM RELIGIOUS ORDERS

- New requirement for educational leadership and management qualification for HOS (from religious orders) appointed following the signing of the agreement
- Incumbents are encouraged to obtain educational leadership and management qualification

## OTHER PROVISIONS

- Educators in the Collective Agreement and in the Agreement for Student Support Services grades may now move laterally
- Educators on alternative duties on medical grounds shall start to receive the respective allowance of general service grades
- LSE class support to proceed up to Year 6. Secondary schools shall retain the current system.

# OTHER PROVISIONS

- Employees whose salaries are borne by the school/SFCE shall have the same conditions of work of employees covered in this agreement and who are employed by Church schools/SFCE and are paid by the State
- A new commitment to recruit relieving staff in all grades
- Discussion on the introduction of Security Officers in Church Schools

# OTHER PROVISIONS

- Preparation days for educators without the presence of students are being set at two days (total 7.5h) before the start of the school year for students
- Educators wishing to change subjects in the same school and who are qualified in the new subject shall have the right of first refusal following a vacancy and a successful colloquium
- HODs employed with SfCE who wish to be transferred to another school may present their request to SfCE for possible deployment.

# FINANCIALS – ALL GRADES

- Progression – duration in one scale and shift to the next
- Assimilations – when an employee is moved from a scale to another due to an agreement
- Allowances –various
- All of these were improved in the new agreement and are IDENTICAL to the Sectoral agreement

# SUPERVISION

- Improved rate now worked out on the maximum of scale 8 (instead of the minimum of scale 9)
- Mid-morning - Ratio of 1:40 unchanged
- Mid-day - Ratio of 1:40 revised to up to 1:20. This will depend on the voluntary uptake of educators
- HoS and DHoS to carry out overall supervision during the mid-day break over and above the established ratio
- Schools can request additional supervision points by making a request to a new 'board of supervisions'

# SUPERVISION

- Mid-day break Clubs shall be over and above the established ratio
- Morning/afternoon supervision ratio of 1:50 to be worked out on the whole school population and not on the students taking transport
- Up to 3 SLT members over and above in the morning, and afternoon also to coordinate replacements

# PAYMENTS

- Payment of 15mins to all LSEs who do not take a break – established rate
- Payment of extra lessons in Secondary Schools when exceeding 25 lessons – established rate
- Payment when exceeding 25h contact in primary – established rate



# SUPPLY GRADES

- Fully qualified teachers in an area but teaching in a different area shall no longer be employed as a supply teacher but as a regular teacher
- Adaptation course to be offered to become fully qualified teachers in the area taught
- Those already in employment will be assimilated as a regular grade with the proviso to carry out a short adaptation course

# SUPPLY GRADES

- All supply grades will be offered free courses run by the Ministry to become eligible for regular employment
- The years of service of supply grades shall be recognised on the formula of 2:1, 1 year for every 2 years in employment as a recognition of the supply service upon obtaining regular employment

# SUPPLY GRADES SALARY SCALES

- Supply educators Scales are being improved.
  - Supply teacher MQF 4 – From Scale 12 to Scale 11
  - Supply teacher MQF 5 – This is a new grade at Scale 10
  - Supply teacher MQF 6 – From Scale 10 to Scale 9
  - Supply KGE/LSE - From Scale 15 to Scale 14
- This shall be backdated from 1<sup>st</sup> January 2023

# SUPPLY GRADES ALLOWANCES

- Improved allowances backdated from 1<sup>st</sup> January 2023:

Supply grades allowances	Prior to agreement	2023	2024	2025	2026	2027
Teacher MQF 6/7/8 (at Scale 9)	625	1100	1300	1500	1700	1900
Teacher MQF 5 (at Scale 10)	575	1000	1200	1400	1600	1800
Teacher MQF 4 (at Scale 11)	575	900	1100	1300	1500	1700
KGE/LSE (at Scale 14)	500	800	1000	1200	1400	1600

## 20+ ALLOWANCE

- ALL regular grades shall receive a 20+ allowance
- This allowance recognises the years of service of the educator and is issued following the completion of 20 years of service
- The total years of service of a regular grade now also include the total years as a supply grade if applicable
- The total service includes also years of service in any grade within this agreement or in previous sectoral agreements
- The 20+ allowance for all grades is Eur 2000 pa

# KGE/LSE SALARY SCALES

KGE and LSE Salary Scales are being improved:

- The entry scale for a supply KGE/LSE and a KGE1/LSE1 is currently at Scale 15

- A KGE/LSE (certificate) is currently at Scale 15/14/13

- A KGE/LSE (certificate) will now be at Scale 13/12/11\*

- The progression from scales 13 to 12 is five years

\* A KGE/LSE (certificate) with 10 years experience shall be in Scale 11.

All years of experience including supply will be counted.

- References to awards at level 5 have been changed to certificates at level 5

- Applicable to ALL KGE/LSE in employment and who shall be employed following the agreement

- This shall be backdated from 1<sup>st</sup> January 2023

# KGE/LSE SALARY SCALES

KGE and LSE Salary Scales are being improved:

- A KGE/LSE (diploma) is currently at Scale 12/10
- A KGE/LSE (diploma) will now be at Scale 11/10/9\*
- The progression from scales 11 to 10 is five years
  - \* A KGE/LSE (diploma) with 15 years experience shall be in Scale 9  
All years of experience including supply will be counted
- Applicable to ALL KGE/LSE in employment and who shall be employed following the agreement
- This shall be backdated from 1<sup>st</sup> January 2023

# KGE/LSE SALARY SCALES

KGE and LSE Salary Scales are being improved:

- A KGE/LSE (degree) is currently at Scale 10/9
- A KGE/LSE (degree) will now be at Scale 9/8
- The progression from scales 9 to 8 is five years
- Applicable to ALL KGE/LSE in employment and who shall be employed following the agreement
- This shall be backdated from 1<sup>st</sup> January 2023



# KGE/LSE ALLOWANCES

- Improved allowances backdated from 1<sup>st</sup> January 2023
- Showing totals of work resource allowance and class allowance
- To add the new 20+ allowance of Eur 2000 where applicable

	Scale	Prior to Agreement	2023	2024	2025	2026	2027
<b>LSE/KGE</b>	8	2,600	5000	6000	6500	7000	9000
<b>LSE/KGE</b>	9	2,450	4500	5500	6000	6500	8500
<b>LSE/KGE</b>	10	2,450	4000	5000	5500	6000	8000
<b>LSE/KGE</b>	11	2,150	3500	4500	5000	5500	7500
<b>LSE/KGE</b>	12	2,080	3000	4000	4500	5000	7000
<b>LSE/KGE</b>	13	2,030	2500	3500	4000	4500	6500
		1,980					

# TEACHERS PROGRESSION

- Teachers progression is being improved
- Teachers with MQF6/7 teaching qualification currently enter at scale 9
- The progression from scale 9 to scale 8 is currently 8 years
- With the new progression, a teacher with MQF7 or with the old B.Ed. (Hons)/PGCE shall progress to scale 8 after 2 years (instead of 8 years)
- Also with the new progression, a teacher with MQF 6 or with an exit qualification before completing MTL /M.Ed shall progress to scale 8 after 3 years (instead of 8)
- This shall be backdated from 1<sup>st</sup> January 2023

# TEACHERS PROGRESSION

- Teachers progression is being improved
- Teachers at scale 8 currently progress to scale 7 after 8 years
- With the new progression, a teacher at scale 8 shall progress to scale 7 after 5 years (instead of 8 Years).
- There will be a new working of progression of all grades backdated from 1<sup>st</sup> January 2023 to determine the new progression of the teacher
- This shall be backdated from 1<sup>st</sup> January 2023

# SENIOR TEACHER

- A new grade of Senior Teacher is being introduced
- The Senior Teacher shall be at salary scale 6
- The Senior Teacher shall be part of the SLT
- The duties, besides teaching include providing administrative and curricular support

# SENIOR TEACHER

- A Senior Teacher shall be appointed following a call for applications for teachers who have 20 years or more experience
- As a one time only provision, appointed Senior Teachers who have accumulated 20 years experience on 1<sup>st</sup> January 2023 or later shall have the backdating of the grade and shall receive arrears due.

# TEACHER ALLOWANCES

- Improved allowances backdated from 1<sup>st</sup> January 2023
- Showing totals of work resource allowance and class allowance (+ responsibility allowance in case of Senior Teacher)
- To add the 20+ allowance of Eur 2000 where applicable

	Scale	Prior to Agreement	2023	2024	2025	2026	2027
<b>Senior Teacher</b>	6		7000	8000	8500	9000	11000
<b>Teacher</b>	7	3,700	6500	7500	8000	8500	10500
<b>Teacher</b>	8	3,300	6000	7000	7500	8000	10000
<b>Teacher</b>	9	3,000	5500	6500	7000	7500	9500

# TEACHER ALLOWANCES

- An additional allowance shall be granted to Teachers in Salary Scale 7 and who have more than 15 years of service as Teacher according to the below table:

<b>Years</b>	<b>Annual Allowance</b>
<b>more than 15 years of experience</b>	€960 per annum
<b>more than 16 years of experience</b>	€1,500 per annum
<b>more than 17 years of experience</b>	€2,000 per annum

- This additional allowance shall cease to be paid if the employee is appointed as Senior Teacher in Scale 6

# TEACHER ALLOWANCES

- Teachers in Salary Scale 7 with more than 15 years of service and who are promoted to a higher grade within the Education Class following a call for application shall not receive a lower total take home pay upon appointment. In cases whereby it results that following appointment one would be in a receipt of a lower total take home pay, they shall be awarded an ad-hoc cash payment to make up for the difference
- This additional allowance is separate from the 20+ allowance
- This allowance shall be backdated to 1<sup>st</sup> January 2023



# DHOS/HOD SALARY AND PROGRESSION

- DHoS/HOD salary and progression is being improved
- DHoS/HOD are currently in Scale 6 without progression
- DHoS/HOD shall now have a new progression to Scale 5
- Scale 5 will become their scale
- A DHoS/HOD with a total of 20 years experience which includes 5 years as a DHoS/HOD shall progress to Scale 5
- This shall be backdated to 1<sup>st</sup> January 2023 or later depending when the DHoS/HOD became eligible to progress to the new scale

# DHOS/HOD ALLOWANCES

- Improved allowances backdated from 1<sup>st</sup> January 2023
- Showing totals of work resource allowance, class allowance and responsibility allowance
- To add the 20+ allowance of Eur 2000 where applicable

	Scale	Prior to Agreement	2023	2024	2025	2026	2027
DHoS/HOD	5	4,000	8000	9000	9500	10000	12000
DHoS/HOD	6	4,000	7500	8500	9000	9500	11500

# HOS SALARY AND PROGRESSION

- HoS salary and progression is being improved
- HoS are currently in Scale 5 without progression
- HoS shall now have a new progression to Scale 4
- Scale 4 will become their scale
- A HoS with a total of 25 years experience which includes 5 years as a HoS shall progress to Scale 4
- This shall be backdated to 1<sup>st</sup> January 2023 or later depending on when the HoS became eligible to progress to the new scale

# HOS ALLOWANCES

- Improved allowances backdated from 1<sup>st</sup> January 2023
- Showing totals of work resource allowance, class allowance and responsibility allowance
- To add the 20+ allowance of Eur 2000 where applicable

	Scale	Prior to Agreement	2023	2024	2025	2026	2027
<b>HOS</b>	4	6500	9000	10000	10500	11000	13000
<b>HOS</b>	5	6500	8500	9500	10000	10500	12500

# HOS SCHOOL POPULATION ALLOWANCE

- Improved School Population allowance for HOS
- Backdated from 1<sup>st</sup> January 2023

School population	Prior to agreement	new
over 800	1800	2500
651-800	1500	1700
501-650	1200	1400
351-500	900	1100
201-350	600	800
under 200	300	500

# OTHER ALLOWANCES

- Improved Shared Allowance and First Aider Allowance.
- A new Primary Load allowance to teachers who have an appointment in primary to recognise the discrepancy in the load of teachers of primary compared to teachers of secondary
- They are backdated from 1<sup>st</sup> January 2023

	Prior to Agreement	New
<b>Shared</b>	300	500
<b>Primary Load</b>		1000
<b>First Aider</b>	300	1000

# CASH PAYMENT

- As a one-time only provision
- In recognition of the work of educators
- All educators, regular and supply included in this agreement and who are in employment shall receive a cash payment of:

	<b>One-time only</b>
<b>CASH PAYMENT</b>	<b>EUR 1000</b>

# FINAL PROCEDURE

- We shall be having FOUR representatives from this meeting to oversee the voting process
- The process is audited by an independent auditing company and the FOUR representatives shall meet Officials and the Audit Company to oversee the process
- The first four members who shall fill the form provided through the link in the chat will be the representatives
- Members who would like to volunteer are asked to fill the form now
- Announcement of the names of the representatives



# QUESTIONS

- Please use the chat for questions

# WAY FORWARD

- The voting procedure will be announced shortly
- Thanks for your support throughout
- We would like to thank the MUT Council, MUT Staff, Working Groups and all Members

Marco, Elaine, Chris, Carmen