



REd e-News

July 2010

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www.vit.pdi.vic.edu.au



www.redp.com.au

2010 School Term Dates

Term 3: July 12–Sept 17

Term 4: Oct 4 – Dec 17

2011 School Dates

Term 1: 1 February to 8 April

Term 2*: 27 April to 1 July

Term 3: 18 July to 23 September

Term 4: 10 October to 22 December

*25 April is Easter Monday – a public holiday, 26 April is a public holiday in lieu of ANZAC Day



www.australiateachers.com

We hope that you find this July edition of Resource Ed News helpful to you as a relief teacher. We had great feedback on our May edition featuring the “Early Arrival” and “Full Teaching Day” expectations. Happy holiday reading!

END of FINANCIAL YEAR Group Certificates

2009-2010 PAYG Payment Summary Statements showing Resource Ed earnings and taxation instalments have now all been emailed (and posted for some). Please let us know if you are having any difficulty locating yours, or for some reason it may need to be re-sent.

SALARY SACRIFICE and CO-CONTRIBUTION

Without Resource Ed offering specific financial advice to you, it may be important to know that many relief teachers are considering the retirement implications and benefits of paying additional superannuation through a Salary Sacrifice plan. To request a Salary Sacrifice contribution through our Resource Ed payroll processes, please email our Finance Director and Payroll Manager, Peter Hayne phayne@redp.com.au with the requested percentage deduction that you wish to see applied to your gross salary each fortnight. For those approaching or post-60 years of age, this can have the benefit of a 15% tax on input through “SalSac”, but zero tax on pension payments being received.

You may also choose to consider the “Superannuation Co-Contribution” scheme, which has significant benefits at any age for those earning lower gross salary amounts, but still paying tax. It is best to seek answers from a trusted qualified financial advisor, but in essence, for any contributions you direct into your superannuation fund from net income (after tax has been paid) as a designated co-contribution deposit, the ATO (Australian Taxation Office) can match \$1 for \$1 with a co-contribution. This means that you can receive 100% additional credit on “after-tax” co-contribution deposits. This is part of a Government incentive scheme.

For your first few amounts up to a few thousand dollars this may be a better way of proceeding, and it's easy to process - you simply send a cheque or BPay to your fund account and report the fact on your tax return... they do the rest! If your account is with VicSuper, for example, you could phone VicSuper Member Centre on 1300 366 216 for advice on procedures, or visit their website www.vicsuper.com.au (the Superannuation Tool Box is on the home page, from where you will be able to enter your payroll parameters and calculate preferred payment amounts). Please give Peter a call on 9756 0388

ext 12 if you wish to clarify any procedural aspects, but please seek financial advice only from someone legally qualified to assist you.

More WHAT IF?s.....!?

What if I have been working recently on a short term contract which has ended, and I wish to reactivate my availability for relief teaching with Resource Ed ?

What if the school invites me back to work directly for them as a relief teacher on its local list and payroll, not as a contracted teacher?

What if my contract is extended, or a subsequent contract commences from the start of Term 3 in the same school?

What if a subsequent contract is offered in a different school?

Will I, or the school be charged by Resource Ed for the Offer of Employment?

We do not restrain teachers in any way from accessing contract opportunities. It is sour and sweet for us. Many highly regarded teachers become unavailable to us and to other client schools as relief teachers until contract obligations have expired. On the other hand we are delighted and proud that we have assisted our schools and teachers in some way towards satisfying their individual professional needs in a timely fashion for them. It is the essence of the value of our services. Satisfying needs for, and with, the most capable and suitable teachers.

1. We constantly welcome back teachers from short term assignments in schools as they resume in hope of their next stint. If the obligations of your contract of employment have expired please simply advise Dianne at Head Office who can refresh your availability status and advise Area Managers. All involved will appreciate your call and will be alert to helping you. There is no fee for refreshment of availability or resumption. Your initial registration with Resource Ed provides “life membership”.

2. An individual in a Resource Ed school inviting you to work directly on its local payroll as a casual relief teacher when coming off a contract would not be respectful of the spirit and terms of the school's service agreement with us, the agreement that you have with us, the quality of the relationship that the school enjoys with its Area Manager, and the range of significant benefits that they gain by the “on-hiring” services that they receive from Resource Ed. They may be unaware

that such silent arrangements can create needless financial, ethical, organisational and human complications for you, others and themselves. It may also, understandably, jeopardise the level of Area Manager consideration for future placements. Our advice is to strongly reassure the individual that your preferred availability status for that school can be maintained by open and trusted arrangement with the Area Manager (your professional P.A.) who manages your opportunities on your behalf with simplicity, integrity and efficiency.

3. If your contract is extended, or if a subsequent contract of employment is offered for commencement in the same school from the next available school day, then you will be entitled to continuous salary even if there was a term break between obligations. Teachers regard this as "holiday pay" entitlement, e.g. for "continual" service from May – August the teacher can expect uninterrupted pay entitlement.

4. A teacher can expect the same entitlement even if the contracts occur in two different schools of the same employer e.g the Department of Education & Early Childhood Development. In this case the two schools will share the impact on their DEECD salary budgets.

5. Teachers are not charged by Resource Ed for the professional advancements that contracts provide. We hope that they are only charged by pride and elation!

i) Schools who use Resource Ed relief teacher placement services exclusively are charged nothing if we have meet their needs so well by introducing regular daily supplies of highly capable teachers identified by the school as suitable for extended short term contract needs.

ii) Schools who only use the Resource Ed services rarely or quite infrequently may be regarded as eligible to be asked for fair consideration, but this is very negotiable, and a very selective option of ours. It has much to do with the prevailing quality or health of the relationship that the individual school enjoys with the Resource Ed Area Manager and the level of respect historically that has been demonstrated by the school in its compliance with the spirit of the service agreements.

iii) Some schools who do not use our relief teacher supply services, willingly pay an expected moderate fee for any assistance that we provide to them with contract teacher candidate nominations.

Please be assured that we wish to be disassociated from any "double-whammy" syndrome, unlike other agencies in the industry who choose to aggressively make "patent"-like claim to any successes that their individual teachers achieve.

TEACHER PERFORMANCE FEEDBACK FORMS

As required, our newly registered relief teachers are submitting their three or four Teacher Performance Feedback Forms to us within their first ten placements when most convenient to do so. Interestingly, we are now seeing many of our long-serving teachers beginning to use the form selectively as well. It's a popular and powerful tool for giving and receiving feedback at the end of any given teaching day in schools in which they wish to build and strengthen professional rapport, and become a preferred teacher for future requests via the Area Manager. The forms also provide data and evidence over time of effectiveness as a relief teacher, and whilst the forms themselves remain in a teacher's own portfolio, the summary and analysis of the data refreshes the readability of his/her CV. Most of our schools are now very familiar with the form, and can easily arrange for an authorised delegate to debrief with you for just a few minutes at the end of the day, and to sign the appraisal for you.

REdP PROFESSIONAL LEARNING for RELIEF TEACHERS July – December

You can now download from our website our REdP Professional Learning pamphlet for July to December that details the full range of opportunities that are on offer this year. There's no problem now if you're looking to access programs especially developed for Relief Teachers and other specialists in schools as part of your professional quest for relevant valuable learning, or if you wish to network regularly with colleagues.

FIRST AID TRAINING September 2010

Resource Ed's September intake for First Aid Level 2 Training is now open for registration. Learn at your own pace at home ONLINE or by WORKBOOK, and then attend a single 6 hour Practical Training and Assessment at Mulgrave Country Club in the school vacation. The "Apply First Aid" Level 2 course is a nationally recognised course facilitated by Australian First Aid. As a special incentive to our teachers and schools we can offer this training at a special Resource Ed rate of only \$160. Visit the Professional Learning section of our web site to enrol online, or call Dianne directly at the Resource Ed office on 9756 0388 ext 10 to arrange to receive your materials and get started straight away.

Our web site also carries news of the rebate available to REdP relief teachers who complete the Anaphylaxis Management Training with an approved provider. More accredited relief teachers are being sought by schools with significant need.

ONLINE webAllocations

You may be aware that your complete service history of all placements with Resource Ed is viewable online 24/7, and that now your day-to-day availability can be managed as well. Whilst you may welcome the convenience of a mouse click, please continue to provide a courtesy call to your Area Manager particularly if the change is likely to impact on an expected or confirmed booking, or if it is at extremely short notice (ie within 12 - 24 hrs). Call or email Dianne dmoloney@redp.com.au if you need to request your personal login details to access your webAllocations online office.

Stand by for A New Look for the RESOURCE Ed web site

We know that it's very good already, but Resource Ed's web site is about to change! We're retaining many popular functions, and adding some new features as well to make it more informative, navigable and interactive! We'll keep you posted with developments ahead of its launch next term!