EDUCATION LABOUR RELATIONS COUNCIL
Established in terms of the LRA of 1995 as amended

COLLECTIVE AGREEMENT NUMBER 3 OF 2006

16 MARCH 2006

SCHOOL GRADING NORMS

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1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to establish norms in terms of which public schools are to be graded and how such norms are to be implemented.

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 (as amended) whether such employees are members of trade union parties to this agreement or not.

3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS:

3.1 Education Labour Relations Council Resolution No. 4 of 2003 makes provision for a new system in terms of which principals' posts are graded on the various salary levels.

3.2 That the grading of a school implies the grading and salary level of the principal of the school.

3.3 That, in terms of Resolution 4 of 2003, norms had to be developed in terms of which schools are to be graded.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

4.1 That the existing norms as set out in PAM in terms of which schools are graded and re-graded must be replaced by the following norms:

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Grading of Schools

The salary level of a principal of a school is determined by the grading of the school, which is done in accordance with the number of educator posts allocated to a school in terms of national norms. In respect of special schools (LSEN schools) the number of educator posts allocated to a school for this purpose, includes all educator posts allocated in terms of national norms (teaching staff and therapists). The following norms are applicable:

Educator Posts on the Departmental Establishment of the school	Applicable Salary levels	Grading	Minimum posts required for upgrading to next level	Number of posts to which the establishment must drop before the institution will be down-graded
1	Salary levels 6, 7 and 8 (As for post level 1 educators plus the applicable allowance)	S1	2	-
2 – 3	8 – 9	S8	4	1
4 – 12	9	S9	13	2
13 – 24	10	S10	26	10
25 – 45	11	S11	47	22
46 +	12	S12	-	43

(Note: The above grading norms are based on the salaries of fully qualified principals (REQV13 or higher). The salary of a principal who is not fully qualified is one salary level lower than the applicable salary level in the table for each REQV lower than 13. A grading of 8 – 9 means that such a principal is appointed on salary level 8 but may progress to salary level 9 in terms of the measures applicable to salary and grade progression)

Re-grading of schools

(a) A school is up-graded to a higher grading level if, for two consecutive years, the educator post allocation to the school reaches or exceeds the number of posts required for the up-grading of the school as indicated in the table.

(b) A school is down-graded to a lower grading level if, for two consecutive years, the educator post allocation to the school drops to or below the number of posts that will effect such down-grading as indicated in the table.

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(c) Re-grading of schools should be done on an annual basis and should be effective from 1 January, based on the school's post establishments of the previous year and of the current year.

(d) Where the enrolment of a school increases or decreases substantially, affecting the post allocation to the school substantially, and sufficient evidence exists that the new enrolment and accompanying post allocation will be maintained for a reasonable period, the head of the department may immediately re-grade the school in accordance with the relevant post allocation.

(e) The head of a department may grade a new school in accordance with the enrolment and accompanying post allocation that the school is expected to maintain for a reasonable period.

Implementation with effect from 1 July 2005

4.2 The new grading norms will come into effect on 1 July 2005. All schools are to be graded with effect from 1 July 2005 in terms of these norms, based on the 2005 or 2006 post allocation to a school, whichever is more favourable.

4.3 Where a principal's salary is to be increased as a result of the implementation of the norms, it will become effective on 1 July 2005 after implementation of the general salary adjustment and salary progression that might have taken place on the same date. An increase in a principal's salary as a result of the implementation of the new norms is not regarded as an upgrading of the post and would therefore not require any procedure that applies to the filling of a new post or a waiting period, as is the case with the upgrading of a school.

4.4 Where the new norms have the effect that the salary applicable to the post is lower than the salary of the incumbent principal as on the day this agreement becomes effective, such a principal will retain his/her salary level for as long as the school maintains the 1 July 2005 grading. Such a principal will still qualify for salary progression up to the maximum of his/her salary level. A subsequent grading of the school to below the level on which it was graded on 1 July 2005, will affect the principal's position in terms of the measures applicable to the re-grading of schools.

Note: The new norms in terms of which schools are to be graded and/or re-graded do not affect the current measures in terms of which the position of a principal is dealt with in the case where his/her post is down-graded. These measures, which are aimed at protecting the position of such a principal for a certain period, remain unchanged.

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5. DISPUTE RESOLUTION

Any dispute about the interpretation or application of this agreement shall be resolved in terms of the dispute resolution procedure of the Council.

6. DEFINITIONS

6.1 **"*salary level*"** means salary level as defined in Resolution 4 of 2003.

6.2 **"*salary progression*"** means salary progression as defined in Resolution 4 of 2003.

6.3 **"*grade progression*"** , means grade progression as defined in Resolution 4 of 2003.

6.3 **"*Council*"** means the Education Labour Relations Council.

6.4 **"*employee*"** means an educator as defined in the Employment of
Educators Act, 1998, as amended.

6.5 **"*employer*"** means the employer as defined in the Employment of Educators Act, 1998, as amended.

Thus done and signed at ***Centurion*** on this ***16th*** day of ***March 2006*** by:

ON BEHALF OF THE STATE AS EMPLOYER

DEPARTMENT	NAME	SIGNATURE
EDUCATION	D Hindle	

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
NAPTOSA	H. HENDRICKS	
NATU	BP. MPUNGOSE	
SADTU	I. W. NXES	
SAOU	J. R. PIETERSE	