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SAOU SA ONDERWYSERSUNIE SA TEACHERS' UNION
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BESLUITE GENEEM DEUR DIE DAGBESTUUR VAN DIE SAOU OP 23 MAART 2015
DECISIONS TAKEN BY THE STANDING COMMITTEE OF THE SAOU ON 23 MARCH 2015

Die Dagbestuur van die SAOU, bestaande uit die 9 provinsiale voorsitters, president en die HUB het verskeie aspekte rakende diP onderwys op hierdie datum oorweeg en die volgende besluite is geneem:

1. Salarisonderhandelinge in die staatsdiens: Daar is met kommer kennis geneem dat daar weinig vordering gemaak is die afgelope drie weke en dat indien daar nie daadwerklike vordering gemaak word nie, kan die ongeduld van staatsamptenare oorkook. Die huidige aanbod van 4.8% sal moeilik die gemoedere van staatsamptenare kan kalmeer in die lig van die volgende negatiewe verwikkelinge, nl die verhoging van 1% in die belastingkoers, stygings van meer as 20% in Eskom-tariewe, die meer as 80c per liter heffing in die brandstofprys en die meer as inflasie-aanpassings van die tariewe van mediese fondse. Die SAOU het die vertroue uitgespreek dat die onderhandelingspartye in die Staatsdiens Koördinerende Bedingingskamer weldra 'n bevredigende kollektiewe ooreenkoms betreffende salarisaanpassings sal kan afsluit en daardeur dreigende arbeidsonrus kan vermy.

2. Godsdiensbeoefening in skole: Die SAOU sal onverwyld aansoek doen om as *amicus curiae* (vriend van die Hof) toegelaat te word tot die voorgenome litigasieprosesse. Die SAOU beskou die aansoek van OGOD in 'n baie ernstige lig en 'n aanval nie net op vryheid van godsdiensbeoefening nie, maar ook op elke burger se fundamentele regte. Die SAOU is vas oortuig dat artikel 15 van die Grondwet, saamgelees met die huidige nasionale beleid op godsdiensbeoefening meer as genoeg ruimte laat dat elke persoon en geloof op onbelemmerde en vrye wyse godsdiens in skole kan beoefen sonder dat daar op enige wyse

The Standing Committee of the SAOU, consisting of the nine provincial chairpersons, President and CEO considered various aspects concerning education on this date and the following decisions were taken:

1. Salary negotiations in the public service: It was noted with concern that little progress has been made over the past three weeks and that should real progress not be made, the impatience of government officials may boil over. The current offer of 4.8% will not easily sooth frayed nerves of government officials in the light of the following negative developments, namely, the 1% increase in the tax rate, increases of more than 20% in Eskom tariffs, the more than 80c per litre levy on fuel prices and the higher than inflation adjustments of medical aid rates. The Union trusts that the negotiating parties in the Public Service Co-ordinating Bargaining Chamber will soon conclude a satisfactory agreement regarding salary adjustments, thereby avoiding labour unrest.

2. Religious observances in schools: The Union will immediately apply to be admitted to the proposed litigation processes as amicus curiae (friend of the court). The Union views the application of OGOD as a very serious attack, not only on freedom of religious observances, but also on every citizen's fundamental rights. The Union is convinced that section 15 of the Constitution, read in conjunction with the current national policy on religious observances in schools, provides ample space for every individual from whatever faith, to practice their religion in schools in a free and unfettered manner, without fear of discrimination. The mandate

teenoor enige persoon gediskrimineer hoef te word. Die mandaat van SAOU-lede is oorweldigend ten gunste van ‘n gebalanseerde en nie-diskriminerende benadering tot hierdie aangeleentheid. ‘n Volledige mandaat is ook deur SAOU-lede voorsien om onverwyld ‘n regsfonds te vestig om hierdie litigasieproses te finansier.

3. 1 + 4 projek: Die onderwysowerhede beoog om skole te ontwrig deur graad 8 en 9 opvoeders vir een dag per week van skole te onttrek om hulle op te lei en dat die agterstallige werk dan in die oorblywende 4 dae van die week ingehaal word. Die SAOU het al sy standpunt in die verband gerekordeer, nl dat ‘n JNA-gemiddeld van 11% in wiskunde soos behaal deur die graad 9’s van 2014, in geheel onaanvaarbaar is en daadwerklike intervensie vereis. Om egter skole ernstig te ontwrig, ‘n “one-size-fits-all” benadering te volg, is om een krisis met ‘n ander te vervang, sal nie deug nie. Die SAOU is tans in konsultasie met die DBO in die verband, maar voorsien dat die DBO gaan volhard met die 1 + 4 benadering terwyl daar ander minder ontwrigtende benaderings gevolg kan word. In die verband het die SAOU ook begin met ‘n indiepte navorsingsproses om te bepaal wat die werklike redes is waarom leerders so swak vaar tydens die JNA’s terwyl dieselfde leerders bevredigend presteer in skooltoetse en eksamens. Dit is tog alombekend dat die graad 12-leerders jaarliks bevredigend presteer in die NSS-vraestelle wat op internasionale basis vergelykbaar is en dat daar nie ‘n korrelasie met die JNA’s is nie. Die gevolgtrekking van hierdie navorsing, sowel as remediërende stappe ter aanspreek daarvan, sal eersdaags bekendgemaak word.

4. Wiskunde onderwysers uit China en Kuba: Die SAOU het met teleurstelling kennis geneem van die DBO se beoogde benutting van wiskunde onderwysers uit China en Kuba om hulle Suid-Afrikaanse eweknieë by te staan. Die SAOU is oortuig daarvan dat daar meer as genoeg kundigheid in SA bestaan om die huidige probleemsituasie aan te spreek in plaas van om persone uit die buiteland te betrek wat hoegenaamd nie een van die 11 amptelike tale kan besig nie. Wat ons nou nodig het is om vertroue in ons plaaslike kundiges te toon wat met eietydse en relevante oplossings na vore kan tree in plaas van om na die vae teoretiese oplossings van buitelanders te luister.

provided by SAOU members was overwhelmingly in favour of a balanced and non-discriminatory approach on this matter. A further comprehensive mandate was also given by SAOU members to promptly establish a legal fund to finance this litigation.

3. 1 + 4 Project: The education authorities intend to disrupt schools by taking grade 8 and 9 teachers out of the schools for one day per week in order to train them. The work lost as a result of this process will have to be caught up during the remaining four school days of the week. The Union has already recorded its position in this regard, namely, that an ANA average of 11% in mathematics, as scored by the Grade 9s in 2014, is totally unacceptable and requires deliberate intervention. However, to seriously disrupt schools, by applying a 'one-size-fits-all' approach, is to substitute one crisis with another. The Union is currently in consultation with the DBE, but foresees that the DBE will continue with the 1 + 4 approach while other, less disruptive approaches, can be followed. In this regard too, the SAOU has initiated an in-depth research to determine the real reasons for learners fairing so badly in the ANA's while performing satisfactorily in school tests and exams. It is after all well known that the grade 12 learners annually achieve satisfactory results in the NSC examinations that are comparable to international standards, yet there is no correlation with their achievement in the ANAs. The conclusions of this research, as well as remedial steps to address them, will be announced shortly.

4. Mathematics teachers from China and Cuba The Union has noted with disappointment the DBE's intended use of mathematics teachers from China and Cuba to assist their South African counterparts. The Union is convinced that more than enough expertise exists in South Africa to address the current problem situation without having to engage people from abroad who have absolutely no working knowledge of the 11 official languages. What we need now is to trust our own local experts to come up with contemporary and relevant solutions instead of having to listen to vague, theoretical solutions from foreigners.

Die SAOU se Dagbestuur het weereens dank en waardering teenoor elke opvoeder, maar veral SAOU-lede uitgespreek vir hulle onbaatsugtige diens aan SA. Indien SA sy langtermynprobleme, met spesifieke verwysing na die aanspreek van werkloosheid en die skepping van welvaart wil aanspreek, moet die basis in 'n kwaliteit onderwysstelsel gelê word.	The SAOU Standing Committee once again expresses its thanks and appreciation to every teacher, but particularly to SAOU members, for their selfless service to SA. If SA wants to address its long-term problems, especially in regard to unemployment and the creation of wealth, the solution must be based on a quality education system.