

OPVOEDER, SENIOR OPVOEDER OF MEESTER OPVOEDER

Wat is die verskil?

Die SAOU (Oos-Kaap) ontvang gereeld navrae rakende die spesifieke pligte van opvoeders. Daar is ook gereeld navrae oor die verskil tussen 'n Posvlak 1 Opvoeder en die sogenaamde "Senior – en Meester opvoeder". In die hersiene PAM dokument wat pas verskyn het, word die Verantwoordelikevlak, Pligte en Kontaktyd vir hierdie drie (3) groepe Posvlak 1 opvoeders duidelik omskryf.

Let Wel: Die praktyk om hierdie posbenaminge op salarisstrookies aan te bring het in die meeste provinsies verval. sien asb. die onderstaande **vraag en antwoord** formaat ten einde onsekerheid aan te spreek.

Wanneer is ek 'n Opvoeder, Senior opvoeder of Meester opvoeder?

Soos reeds genoem is al 3 hierdie posbenaminge van toepassing op opvoeders wat op posvlak 1 aangestel is. In essensie gaan dit oor die aantal jare ondervinding en ervaring van die opvoeder, asook sy/haar salaris kerf en die ooreenstemmende *OSD kode van daardie kerf.

1. Alle posvlak 1 opvoeders wie se jaarlikse salariskerf **tans** tussen OSD kode 085 (R212 811) en kode 102 (R252 012) lê word gereken as 'n Opvoeder volgens **KO 5/2006.
2. Indien u salaris kerf **tans** tussen OSD kode 103 (R254 541) en kode 119 (R297 114) lê, word u gereken as 'n Senior Opvoeder volgens KO 5/2006.
3. Indien u salaris kerf **tans** vanaf OSD kode 120 (R300 087) of hoër is, word u gereken as 'n Meester Opvoeder volgens KO 5/2006.

*Occupational Specific Dispensation (eng)

Beroep Spesifieke Bedeling (afr)

**Kollektiewe Ooreenkoms 5 van 2006

Let daarop dat a.g.v. bogenoemde, die posbenamings landswyd nie meer op PERSAL aangepas word nie.

TEACHER, SENIOR TEACHER OR MASTER TEACHER

What is the difference?

The SAOU (Eastern Cape) receives regular enquiries regarding the specific duties of educators. There are also enquiries regarding the difference between **Post level 1 Educators** and the so-called '**Senior – and Master Educators**'. In the revised PAM document that was recently published, there was again a distinction drawn between these 3 categories of post level 1 educators. **Please Note: the practise to indicate the post description on salary advice slips has been phased out in most provinces.**

Please peruse the **question and answer** format below in aid of addressing certain confusions:

When am I a Teacher, a Senior Teacher or a Master Teacher?

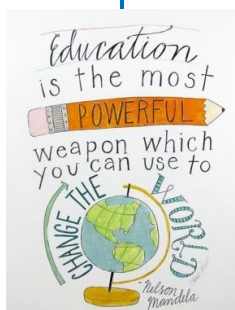
As mentioned before, all 3 of these post descriptions have reference on educators appointed on Post level 1. In essence it comes down to the years of service and experience of the educator, as well as the level and corresponding * OSD code of his/ her salary notch

1. All post level 1 educators who's annual salary notch **currently** falls between OSD code 085 (R212 811) and code 102 (R252 012) would be considered to be educators ** CA 5/2006.
2. If your salary notch **currently** falls between OSD code 103 (R254 541) and code 119 (R297 114), you would be considered to be a Senior Teacher according to CA 5/2006.
3. If your salary notch **currently** ranges from OSD code 120 (R300 087) or higher, you would be considered to be a Master Teacher according to CA5/2006.

*Occupational Specific Dispensation

**Collective Agreement 5 of 2006

Note that the implementation of the above post descriptions has been mainly scaled down nationally and adjustments are not made on the PERSAL system.



Wat is die verskil in werkslading van Opvoeders, Senior Opvoeders en Meester Opvoeders?

Die kern verantwoordelikhede van elke posbenaming is as volg uiteengesit in die hersiene PAM:

<u>Opvoeder</u>	<u>Senior Opv</u>	<u>Meester Opv</u>
<u>Voog van klas</u>	<u>Voog van klas</u>	<u>Voog van klas</u>
<u>Klas onderrig</u>	<u>Klas onderrig</u>	<u>Klas onderrig</u>
<u>Administrasie</u>	<u>Administrasie</u>	<u>Administrasie</u>
<u>Opvoedkundige en dissiplinêre aspekte</u>	<u>Opvoedkundige en dissiplinêre aspekte</u>	<u>Opvoedkundige en dissiplinêre aspekte</u>
<u>Organiseer aktiwiteite buite klasverband</u>	<u>Organiseer aktiwiteite buite klasverband</u>	<u>Organiseer aktiwiteite buite klasverband</u>
	<u>Mentor beginner opvoeders en studente</u>	<u>Mentor beginner opvoeders en studente</u>
		<u>Neem deel aan – en Fasiliteer Professionele ontwikkelings-aktiwiteite</u>
		<u>Dien op die bestuurspan</u>

Sien PAM dokument vir volledige uiteensetting van pligte. Hoofstuk A, bladsye A – 18 tot A – 26.

What is the difference in workload of educators, Senior educators or Master educators?

As is determined in the revised PAM, the core duties of each post description is as follows:

<u>Teacher</u>	<u>Senior teacher</u>	<u>Master teacher</u>
<i>Form class teacher</i>	<i>Form class teacher</i>	<i>Form class teacher</i>
<i>Class Teaching</i>	<i>Class Teaching</i>	<i>Class Teaching</i>
<i>Administrative Educational and disciplinary aspects</i>	<i>Administrative Educational and disciplinary aspects</i>	<i>Administrative Educational and disciplinary aspects</i>
<i>Organising activities outside classroom environment</i>	<i>Organising activities outside classroom environment</i>	<i>Organising activities outside classroom environment</i>
	Mentoring	Mentoring
	<i>beginner educators, students and interns</i>	<i>beginner educators, students and interns</i>
		<i>Participate in and facilitate professional development activities</i>
		<i>Member of management team</i>

See PAM document for detailed description of duties. Chapter A, pages A – 18 to A – 26.

Is daar 'n verskil in die onderrigtyd van bogenoemde 3 posbenaminge?

Die idee was dat 'n posvlak 1 opvoeder tussen 85% en 92% van hulle tyd aan geskeduleerde onderrig moet spandeer (m.a.w. fisies klas aanbied). 'n Senior Opvoeder se onderrigtyd moet maksimum 90% wees, en dié van Meester Opvoeders maksimum 85%.

Hoe maak ek dat my salarisskaal vorder tot by die OSD kodes van toepassing op Senior en Meester opvoeders?

Deur die erkenning van toepaslike diens en die jaarlikse GBKS (IQMS) sal u salaris kerf mettertyd vorder tot by kodes 103 en 120. Geen honeurs –, meesters- of enige ander graad het 'n invloed op die vordering van salarisse nie.

Is there a difference in the scheduled teaching time between above mentioned 3 post descriptions?

The idea was that a post level 1 educator must spend between 85% and 92% of their time on formal teaching in a classroom. A Senior Teacher's teaching time must not be more than 90%, and a Master Teacher's a maximum of 85%.

What can I do to fast track my salary to those OSD codes?

The only way to get your salary to OSD code 103 or 120 is through the annual process of IQMS. No honours –, masters- or any other sort of degree will have an influence on the progression of your salary.

Het Senior – en Meester Opvoeders nog enige status in openbare skole?

Senior en Meester Opvoedersrange word nie beskou as bevorderingsrange nie, maar word slegs bereik deur jare ervaring en kwaliteit onderrig.

D.w.s. Skole mag besluit om sommige van hulle ervare Posvlak 1 opvoeder (Meester Opvoeders) op te neem in die bestuurspan van 'n skool, afhangende van die behoeftes van die skool. In sulke gevalle sal dit outomaties lei tot die vermindering van onderrigtyd om voorsiening te maak vir bykomende verantwoordelikhede wat aan die bestuurspan gedelegeer word.

Skole mag ook besluit om sommige Senior Opvoeders aan te wend as Mentors vir beginner en student onderwysers, bo en behalwe hulle normale onderrig verantwoordelikhede.

Hierdie status is gekoppel aan onderwyservaring – en die aanwending van die ervare opvoeder is na gelang van die skool se grootte en 'n bepaalde behoefte.

Do Senior – and Master Teachers have any status in the public school system?

Schools may decide to take Master Teachers up in their management teams, depending on the needs of the school.

If schools should implement this model, and reduce the scheduled teaching time of these educators, they must have a plan of absorbing the excess periods somewhere else or by someone else.

Schools may also decide to make Senior teachers responsible for the organisation of activities rather than the coaching thereof. However, each school's management team must make this decision based on their own needs.

This would probably be more prevalent at bigger schools where there are more educators than at smaller schools.

Ons is baie by ons skool wat kwalifiseer vir Senior – en Meester Opvoeder 'status'. Hoe nou maak?

U word beskou as Senior of Meester opvoeder op grond van die bereiking van salariskodes 103 of hoër maar die skool het nie noodwendig 'n behoefte aan die uitbreiding van die bestuurspan nie.

Hierdie situasie illustreer presies hoekom die implementering van hierdie posbenamings afgestel is. Indien die verligting van onderrigtyd by almal gedoen moet word, wie moet die gapings vul? Indien meeste opvoeders meer organiseer as afrig, wie moet daardie gaping vul?

We are quite a few at our school that qualify for Senior – or Master Teacher 'status'. What now?

This is exactly why the implementation of this model was cancelled. If relief of teaching time is given to all who reach this level, who will fill up the gaps? If most of the educators are organisers instead of coaches, who will coach?

Het dit enige invloed op my pensioen indien ek aftree as 'n Senior – of Meester Opvoeder, in stede van net Opvoeder?

Die benaming op jou salarisstrokie het geen invloed op die berekening of voordele by aftrede nie. Die gemiddelde salaris oor die laaste 24 maande van diens bepaal die maandelikse pensioen bedrag wat jy gaan ontvang na aftrede.

Will it have an influence on my pension if I retire as a Senior - or Master Teacher, instead of just an Educator?

The title or post description on your salary advice slip has no influence whatsoever on the calculations of your pension benefits. The average of the salary earned in the last 24 months of service determines the monthly pension you will receive after retirement.

Gee die pas aan!



Setting the pace!