



2013 Victorian Catholic Education Multi Enterprise Agreement

Implementation Guide for Schools

Part 1: Managing Salary and Allowance Adjustments

2013 School Year

1. Overview

It is recommended that schools adopt the following approach to processing salary and allowance adjustments arising from the new salary structures for staff in schools.

The following tasks need to be undertaken without delay:

- (i) adjust eligible employee salaries to the August 2013 rates ensuring that the appropriate translations have been made where applicable
- (ii) make adjustments to applicable allowances to the August 2013 rates
- (iii) pay the lump sum bonus to eligible employees
- (iv) calculate and pay back pay
- (v) cease lump sum parental leave payment and commence parental leave payments from 14 November 2013
- (vi) adjust emergency teacher rate from 4 November 2013.

Principals should advise staff of the timeline for implementing salary increases, lump sum bonus payments and back pay.

There is no requirement to back pay any employee who has ceased employment prior to the commencement of the payment of the new salary rates except where employees have continuous employment in Catholic education in Victoria.

2. Adjustment of salaries and allowances

Following notification from the Catholic Education Commission of Victoria Ltd (**CECV**) principals should ensure that appropriate arrangements are put in place without delay to give effect to the August 2013 salary rates and allowances for eligible employees.

This will decrease the amount of back pay and assist with the calculation of school holiday pay and annual leave loading in December 2013.

The August 2013 salary rates, following notification from the CECV, are applicable to the following staff in schools:

- (i) primary principals
- (ii) deputy principals
- (iii) teachers
- (iv) education support employees (formerly school officers)
- (v) school services officers
- (vi) emergency teachers.

The new rates are applicable to on-going, fixed term and casual staff including casual relieving employees.

The rates applicable for April, May and August 2013 are set out in *Appendix 1* for each classification.

3. Translation arrangements

Prior to determining the new salary rates applicable in November 2013, all employees must be translated to the appropriate salary point.

(i) Primary principals and deputy principals

On translation there is no change to either the current classification or subdivision.

For example a 4-3 primary principal (classified level 4 who is on subdivision 3) remains a 4-3 primary principal. The same applies to both category A and B deputy principals.

(ii) Teachers

For teachers the classifications have been changed from expert, accomplished and graduate to level 2 and level 1. The following table contains the translations:

January 2013		April 2013	
Expert	E-4	Level 2	T2-6
	E-3		T2-5
	E-2		T2-4
	E-1		T2-3
Accomplished	A-5		T2-2
	A-4	T2-1	
	A-3	Level 1	T1-5
	A-2		T1-4
	A-1		T1-3
Graduate	G-2		T1-2
	G-1	T1-1	

(iii) School Services Officers (SSO)

For the SSO structure the four levels have been renamed as 1 to 4 and in May 2013 an additional increment has been included in the new SSO3. The same arrangements apply for category A, B, C and D employees.

All SSO employees translate to the new structure in April 2013. In May 2013 an eligible SSO2-4 (new structure) can increment to SSO2-5. The following table tracks SSO employees through the structure from translation in April 2013 including incremental progression and non incremental progression.

Prior to April 2013		Level and subdivision on Translation April 2013		Subdivision August 2013	
Level	Subdivision	Level	Subdivision	Subdivision Increment May 2013	Subdivision No Increment May 2013
1					
2	1	1	1	2	1
	2		2	3	2
	3		3	4	3
	4		4	4	4
3	1	2	3	4	3
	2		4	5	4
	3		4	5	4
	4		4	5	4
4	1	3	1	2	1
	2		2	3	2
	3		3	4	3
	4		4	4	4
5	1	4	1	2	1
	2		2	3	2
	3		3	4	3
	4		4	4	4

(iv) Education Support Employees (formerly school officers)

The establishment of an Education Support Employee salary in November 2013 depends on the correct translation in April 2013 and incremental progression on 1 May 2013.

The following table establishes the translation to the new structure and takes account of whether incremental progression occurred on 1 May 2013.

Prior to 1 April 2013	Sub Division	Translation 1 April 2013		Eligible for Incremental Progression 1 May 2013		Not Eligible for Incremental Progression 1 May 2013		
		Level	Sub Division	Sub Division May 2013	Sub Division August 2013	Sub Division May 2013	Sub Division August 2013	
1	1	ES1	1	2	2	1	1	
	2		3	4	4	3	3	
2	3		4	5	5	4	4	
	4		4	5	5	4	4	
	5		5	6	6	5	5	
	6		6	7	7	6	6	
	7		7	7	7	7	7	
3	5	ES2	1	2	2	1	1	
	6		3	4	4	3	3	
	7		3	4	4	3	3	
	8		4	5	5	4	4	
	9		5	5	5	5	5	
	10		7	6	6	6	6	
4	8		8	7	7	7	7	
	9		8	7	7	7	7	
	10		8	7	7	7	7	
	11		8	7	7	7	7	
	12		9	9	9	8	8	
	13		10	9	9	9	9	
5	9		ES3	1	2	2	1	1
	10	3		4	4	3	3	
	11	4		5	5	4	4	
	12	5		6	6	5	5	
	13	6		7	7	6	6	
	14	6		7	7	6	6	
	15	7		8	8	7	7	
	16	8		8	8	8	8	
6	16	10		11	11	10	10	
	17	10		11	11	10	10	
	18	11		12	12	12	12	
	19	12		13	13	12	12	
	20	13		13	13	13	13	
7	18	ES4		1	2	2	1	1
	19			4	5	5	4	4
	20			5	6	6	5	5
	21		5	6	6	5	5	
	22		5	6	6	5	5	
	23		6	7	7	6	6	
	24		7	7	7	7	7	

It should be noted that employees at level 5 cannot progress past the highlighted barrier at this time. That is a SO5-16 cannot progress past ES3-8.

4. Back pay arrangements

The new salary rates are detailed in *Appendix 1* of this document. It is important that prior to making the required adjustment that employees are translated to the appropriate level and classification and that any applicable incremental adjustment is also made from 1 May 2013. This will ensure that employees are placed on the correct classification and subdivision in November 2013.

Back pay will include adjustments to salaries and allowances. In relation to salaries there may be up to three adjustments required:

- (i) the salary increases effective from the first pay period commencing on or after 1 April 2013 until the August 2013 salary adjustment has been made
- (ii) the adjustment to the increment commencing on 1 May 2013 as the increment at the time was based on the salaries operating before 1 April 2013
- (iii) the salary increases effective from the first pay period commencing on or after 1 August 2013 until the appropriate salary adjustment has been made.

If you have any queries about calculating back pay please contact the appropriate finance office.

Casual employees are not entitled to back pay, however, casual relieving employees who are engaged at the time that approval is provided by the CECV to increase salaries are entitled for payment at the new rate for the total period of their engagement.

5. Emergency teacher rates of pay

The rate of pay for emergency teachers that should apply from 4 November 2013 is as follows:

Effective date	Hourly Rate	Maximum Daily rate
4 November 2013	\$45.13	\$270.80

Emergency teachers are not entitled to any back pay prior to 4 November 2013 or the lump sum bonus payment.

In addition, there are two other changes in relation to emergency teachers:

- (i) the minimum engagement must be 3 hours
- (ii) superannuation contributions must be made for each engagement of an emergency teacher.

6. Positions of Leadership (POL) adjustments

6.1 POL allowances

POL allowances should be adjusted to reflect the new rates as soon as possible and any back payments made.

First effective pay date on after	POL 1 (per annum)	POL 2 (per annum)	POL 3 (per annum)	POL 4 (per annum)
1 April 2013	\$2,257	\$4,578	\$6,966	\$9,419
1 August 2013	\$2,275	\$4,615	\$7,022	\$9,495

6.2 POL pool

There is no requirement to make any adjustment to the POL pool for the 2013 school year. For the 2014 school year the POL pool will continue to be calculated based on student numbers as follows:

School / Enrolment	2014 (Per student)
Primary – greater than 150	\$75
Primary – less than 150	\$105
Secondary	\$110

The amounts per student which will apply for 2014 take account of the increases to POL allowances during the 2014 school year and therefore there will be no requirement to change the pool during the 2014 school year.

7. Lump sum bonus payment

7.1 Eligible employees

The employees in the following classifications who were employed on 1 November 2013 are eligible to receive, following CECV approval, a lump sum bonus payment:

- primary principals
- deputy principals
- teachers
- education support employees(formerly school officers)
- school services officers.

Casual employees including emergency teachers and casual relieving employees are not eligible to receive the payment.

Where an employee ceased employment on or before 31 October 2013 the employee is not eligible to receive the payment.

Employees who commence employment after 1 November 2013 are not eligible to receive the payment.

7.2 Payment amount

An eligible full time employee, irrespective of classification, is entitled to a lump sum bonus payment of \$1,000. For part-time employees that payment is made on a pro rata basis. For example an employee with a 0.5 time fraction would receive \$500.

7.3 Employees on paid leave

Eligible employees on paid leave on 1 November 2013 are eligible to receive payment. Note that this includes long service leave.

7.4 Employees on unpaid leave

Eligible employees on unpaid leave on 1 November 2013 are eligible to receive payment when they return to work provided that this occurs on or before 31 October 2016.

The payment should be made in accordance with the employee's time fraction immediately before the commencement of the unpaid leave.

7.5 Employees on parental leave

Employees on parental leave on 1 November 2013 are eligible to receive the lump sum bonus payment on the resumption of duty provided that this occurs on or before 31 October 2016.

The payment should be calculated using the time fraction of the employee immediately before the commencement of parental leave. If an employee has returned to work on a different time fraction, the payment should be calculated using the time fraction immediately before the employee commenced parental leave.

7.6 Employees receiving WorkCover payments

Employees in receipt of WorkCover payments who have not returned to duty are not eligible to receive that payment until a return to duty has taken place. The payment is calculated on the time fraction that applied immediately before the commencement of the leave.

8. Accident make up pay

Appropriate back pay and salary adjustments should be made to accident make up payments that have occurred since the first pay period on or after 1 April 2013. In addition employees in receipt of accident make up pay on 1 November 2013 are eligible for payment of the lump sum bonus.

9. Superannuation

Employer superannuation contribution must be made on all lump sum bonus payments and backdated payments. The rate that should be used is 9.25%.

10. Paid parental leave arrangements

10.1 Paid parental leave

The arrangements for parental leave pay will change from 14 November 2013. The entitlement to a lump sum parental leave payment of up to 14 weeks pay will continue where an eligible employee gives birth to a child up to and including 13 November 2013.

From 14 November 2013, eligible employees will be entitled to receive 14 weeks of paid parental leave. That is 14 weeks of salary paid on a fortnightly basis. Paid parental leave will count as service for entitlements such as school holiday pay.

10.2 Lump sum parental payments between 1 April 2013 and 13 November 2013

Where a lump sum parental payment has been made on or after the first pay period commencing on 1 April 2013 then the appropriate adjustments to the 14 week payment should be made. This should also include any appropriate adjustments arising from the salary increase effective from the first pay period on or after 1 August 2013.

10.3 Paid partner leave

Where an employee's spouse has given birth to a child on or after 14 November 2013, the employee is entitled to one week of paid leave. This leave can be taken in up to two separate periods.

Prior to 14 November 2013, the arrangements in clause 1.3 of Appendix 1 of the *Victorian Catholic Education Multi Employer Agreement 2008* will continue to apply.

11. Recall arrangements

There are no changes to the existing arrangement for recall of staff including the payment for recall days for the 2013 school year. Employees can be recalled under the existing arrangements until 27 January 2014, which are described in clause 7.8 of the *Victorian Catholic Education Multi Employer Agreement 2008*

12. Other Allowances

12.1 Medical Support Allowances

The medical support allowance should be increased at the same time that the new salary rates are implemented. Back pay arrangements also apply for the medical support allowance. The payment rates and the dates of effect are set out in the following table.

First effective pay date on or after	Amount per annum
1 April 2013	\$619
1 August 2013	\$626

12.2 Meal Allowance

The meal allowance should be increased to \$20 per occurrence from the date of approval of the proposed Multi-Enterprise Agreement.

12.3 Tool Allowance

For eligible School Services Officers, the tool allowance should be increased from the date of approval of the agreement (yet to be provided by the Fair Work Commission) as follows:

- (i) weekly allowance of \$18 per week tradesperson (non-carpenter or joiner)
- (ii) weekly allowance to \$33 per week tradesperson (carpenter or joiner).

The same rates apply to apprentices.

12.4 On-call allowance – School Services Officer

The existing recall allowances for School Services Officers continue to apply until the proposed agreement is approved by the Fair Work Commission. When approval is obtained for each period that the School Services Officer is required to be on call, the school services officer will be paid an allowance equal to:

- (i) two ordinary hours pay for each period of up to 24 hours, which includes any part of a Saturday or Sunday
- (ii) one ordinary hour's pay for each other period of up to 24 hours.

A School Services Officer recalled to work shall be paid for a minimum period of four hours.

12.5 Higher duties allowance (HDA)

Where a HDA payment has been made after 1 April 2013, the appropriate back pay and/or adjustments to the HDA should be made.

12.6 Primary deputy principal allowance

In a primary school where the deputy principal has not reached the top of the incremental salary scale for teachers, an allowance is paid until the deputy principal reaches the top of the incremental scale for teachers.

The allowance is the difference between the applicable deputy principal salary and the T2-5 teacher rate. The allowance has been adjusted to reflect the increases to both deputy principal and the T2-5 teacher rate between April and August 2013.

Adjustments and any resultant back pay should be made to these allowances. The following table contains the appropriate rates.

Enrolment	Level	1 January 2013	1 April 2013	1 May 2013	1 August 2013
700-1,100	3-4	\$37,940	\$38,699	\$38,699	\$38,578
	3-3	\$35,520	\$36,230	\$36,230	\$36,098
	3-2	\$33,101	\$33,763	\$33,763	\$33,533
	3-1	\$30,683	\$31,296	\$31,296	\$31,062
550-699	4-3	\$30,683	\$31,296	\$31,296	\$31,062
	4-2	\$28,263	\$28,829	\$28,829	\$28,591
	4-1	\$27,192	\$27,736	\$27,736	\$27,494
400-549	5-4	\$27,192	\$27,736	\$27,736	\$27,494
	5-3	\$25,772	\$26,288	\$26,288	\$26,106
	5-2	\$23,426	\$23,895	\$23,895	\$23,669
	5-1	\$21,006	\$21,426	\$21,426	\$21,173
275-399	6-3	\$21,006	\$21,426	\$21,426	\$21,173
	6-2	\$18,586	\$18,957	\$18,957	\$18,680
	6-1	\$16,166	\$16,489	\$16,489	\$16,201
150-274	7-3	\$15,967	\$16,286	\$16,286	\$15,997
	7-2	\$15,193	\$15,497	\$15,497	\$15,204
	7-1	\$14,488	\$14,778	\$14,778	\$14,482

13. Long service leave

13.1 Paid long service leave on or after 1 April 2013

Where an employee has taken paid long service leave on or after the first pay period commencing on 1 April 2013, schools should ensure that appropriate back pay is made. This should be actioned prior to seeking reimbursement from the Long Service Leave Scheme.

13.2 Cash out of long service leave

Cash out of long service leave made prior to the approval date of the proposed multi enterprise agreement will be made using the January 2012 salary rates. When the proposed Multi-Enterprise Agreement is approved employees will no longer be able to cash out long service leave.

There is no requirement to adjust any cash out payments of long service leave made on or after 1 April 2013.

13.3 Changes to Long service leave

The proposed Multi-Enterprise Agreement contains the following changes to long service leave:

- (i) cash out of long service leave will no longer be available
- (ii) long service leave will also be available at half pay
- (iii) changes to the payout arrangements on termination of employment.

These changes will not take effect until the commencement date of the new agreement. Further advice will be provided at that time.

14. Pro rata school holiday pay and annual leave loading

There are **no changes** to the existing arrangements for the 2013 school year. Both pro rata school holiday and annual leave loading for 2013 is to be calculated as set out in clauses 7.4 and 7.6 of the *Victorian Catholic Education Multi Employer Agreement 2008*.

15. Salary assessment

Until further advice is provided, schools should continue to use the existing salary assessment calculator.

There will be one change to the salary assessment process when the proposed agreement is approved. That is, for the period 1 May 2013 until 30 April 2014, 6 months of experience will be required to obtain a credit for a year of experience. Prior to 1 May 2013, the assessment of experience will continue to be based on the existing requirements.

The current salary assessment calculator is currently being updated to reflect this change.

It is recommended that where staff are commencing employment from the beginning of the 2014 school year that salary assessments are not provided until the new calculator is available.

Note that salary assessments continued to be required for all employees on commencement of employment and for fixed-term employees at the commencement of each new contract of employment.

16. Unclassified staff

In schools, where staff are not covered by the existing agreement, employers may increase the salary of these staff and pay the lump sum bonus payment.

Principals should take account of increases provided to employees covered by the proposed agreement when determining salary increases for *unclassified* employees.

In addition, some of these employees may be covered by an award (for example school nurses, before and after school staff) where increases are provided on an annual basis in the relevant award.

17. Further Information

If you require further information please contact the Industrial Relations Unit or the Diocesan Finance Office.

Industrial Relations CEOM (03) 9267 0431 ceoir@ceomelb.catholic.edu.au

Finance Office

Catholic Education Office Ballarat (03) 5337 7135

Catholic Education Office Melbourne (03) 9267 0319

Catholic Education Office Sale (03) 5622 6600

Catholic Education Office Sandhurst (03) 5443 2377

18. Checklist of tasks

A checklist of tasks has been provided below.

Task	Actions	Important Date(s)	Completed
Notify Staff	Principal to notify staff of a timeline for implementing salary increases and back pay arrangements	As soon as possible after notification of ballot result by CECV	<input type="checkbox"/>
Adjust salaries	(i) Translate eligible employees to the applicable salary as at August 2013 (ii) Commence payment at August 2013 rate	As soon as possible after notification of ballot result by CECV	<input type="checkbox"/>
Lump sum bonus	Pay lump sum bonus to eligible employees	As soon as possible after notification of ballot result by CECV	<input type="checkbox"/>
Emergency teachers	(i) Increase payment (ii) Superannuation contributions	4 November 2013	<input type="checkbox"/>
Back pay	Calculate and pay back payments for April and November 2013 increases and include any incremental adjustment on 1 May 2013	As soon as possible after notification of ballot result by CECV	<input type="checkbox"/>
Superannuation payments	Employer contributions made in relation to lump sum bonus and back payments	After payments made	<input type="checkbox"/>
Parental Leave	(i) Adjust parental leave payments prior to 14 November 2013 (ii) From 14 November 2013, paid parental leave commences	14 November 2013	<input type="checkbox"/>
POL Allowances	Increase allowances and commence processing back pay	From date of adjustment of salaries	<input type="checkbox"/>
POL Pool	Adjust pool in 2014 no action for 2013	From 2014 school year	<input type="checkbox"/>
Long Service leave	Pay back pay on LSL after effective dates of April and August 2013 salary increases	From date of adjustment of salaries	<input type="checkbox"/>
Medical Support Allowance	Increase allowance and process back pay	From date of adjustment of salaries	<input type="checkbox"/>
Adjust other allowances	Adjust the following allowances (no back pay) (i) Meal allowance (ii) Tool allowance (SSO) (iii) On-call allowance (SSO)	From the date of commencement of the proposed Multi-Enterprise Agreement (to be advised)	<input type="checkbox"/>
	Adjust the following allowances (with back pay) (i) Primary principals DP allowance (ii) Higher Duties Allowance	As soon as possible after notification of ballot result by CECV	<input type="checkbox"/>
Long Service Leave	Back pay and adjustments as required	As soon as possible after notification of ballot result by CECV	<input type="checkbox"/>

Appendix 1 Salaries in Victorian Catholic Schools

1. Teachers

Salaries have effective dates as follows:

- Pay rates from 1 May 2013 are effective from 1 May 2013.
- All other salary rates are effective from the first full pay period on or after the first day of that month.

Table 1 – Teacher Salary Rates

Current Level	1 January 2013	1 April 2013	1 April 2013	1 May 2013	1 August 2013
E-4	\$84,056	T2-6	\$85,737	\$85,737	\$86,396
E-3	\$76,396	T2-5	\$77,924	\$77,924	\$78,628
E-2	\$74,099	T2-4	\$75,581	\$75,581	\$76,230
E-1	\$71,870	T2-3	\$73,307	\$73,307	\$73,903
A-5	\$69,373	T2-2	\$70,760	\$70,760	\$71,331
A-4	\$67,451	T2-1	\$68,800	\$68,800	\$69,310
A-3	\$65,582	T1-5	\$66,894	\$66,894	\$67,347
A-2	\$63,764	T1-4	\$65,039	\$65,039	\$65,439
A-1	\$61,997	T1-3	\$63,237	\$63,237	\$63,586
G-2	\$58,609	T1-2	\$59,781	\$59,781	\$60,204
G-1	\$56,985	T1-1	\$58,125	\$58,125	\$58,498

2. Deputy Principal Salaries

Salaries have effective dates as follows:

- Pay rates from 1 May 2013 are effective from 1 May 2013.
- All other salary rates are effective from the first full pay period on or after the first day of that month.

Table 2.1 – Category A deputy principals

Enrolment	Current Level	1 January 2013	1 April 2013	1 May 2013	1 August 2013
1500+	1-3	\$138,812	\$141,588	\$141,588	\$142,356
	1-2	\$136,357	\$139,084	\$139,084	\$139,839
	1-1	\$133,947	\$136,626	\$136,626	\$137,367
1,101 - 1,499	2-3	\$131,553	\$134,184	\$134,184	\$134,912
	2-2	\$129,010	\$131,590	\$131,590	\$132,287
	2-1	\$126,543	\$129,074	\$129,074	\$129,742
700 - 1,100	3-3	\$124,074	\$126,555	\$126,555	\$127,198
	3-2	\$123,418	\$125,886	\$125,886	\$126,526
	3-1	\$121,605	\$124,037	\$124,037	\$124,656
550 - 699	4-3	\$119,137	\$121,520	\$121,520	\$122,134
	4-2	\$116,670	\$119,003	\$119,003	\$119,601
	4-1	\$114,200	\$116,484	\$116,484	\$117,067
400 - 549	5-4	\$114,200	\$116,484	\$116,484	\$117,067
	5-3	\$111,731	\$113,966	\$113,966	\$114,536
	5-2	\$109,263	\$111,448	\$111,448	\$111,922
	5-1	\$106,795	\$108,931	\$108,931	\$109,400
275 - 399	6-5	\$108,953	\$111,132	\$111,132	\$111,604
	6-4	\$106,795	\$108,931	\$108,931	\$109,400
	6-3	\$105,703	\$107,817	\$107,817	\$108,281
	6-2	\$101,858	\$103,895	\$103,895	\$104,416
	6-1	\$99,389	\$101,377	\$101,377	\$101,853
150 - 274	7-4	\$101,896	\$103,934	\$103,934	\$104,455
	7-3	\$99,389	\$101,377	\$101,377	\$101,853
	7-2	\$96,921	\$98,859	\$98,859	\$99,308
	7-1	\$94,452	\$96,341	\$96,341	\$96,765

Table 2.2 – Category B Deputy Principals

Enrolment	Current Level	1 January 2013	1 April 2013	1 May 2013	1 August 2013
1,500+	1-4	\$126,430	\$128,958	\$128,958	\$129,626
	1-3	\$124,012	\$126,492	\$126,492	\$127,134
	1-2	\$121,592	\$124,024	\$124,024	\$124,643
	1-1	\$120,950	\$123,369	\$123,369	\$123,985
1,101 - 1,499	2-3	\$120,950	\$123,369	\$123,369	\$123,985
	2-2	\$119,173	\$121,557	\$121,557	\$122,172
	2-1	\$116,754	\$119,089	\$119,089	\$119,687
700 - 1,100	3-4	\$114,336	\$116,623	\$116,623	\$117,206
	3-3	\$111,916	\$114,154	\$114,154	\$114,726
	3-2	\$109,497	\$111,687	\$111,687	\$112,161
	3-1	\$107,079	\$109,220	\$109,220	\$109,690
550 - 699	4-3	\$107,079	\$109,220	\$109,220	\$109,690
	4-2	\$104,659	\$106,753	\$106,753	\$107,219
	4-1	\$103,588	\$105,660	\$105,660	\$106,122
400 - 549	5-4	\$103,588	\$105,660	\$105,660	\$106,122
	5-3	\$102,168	\$104,212	\$104,212	\$104,734
	5-2	\$99,822	\$101,819	\$101,819	\$102,297
	5-1	\$97,402	\$99,350	\$99,350	\$99,801
275 - 399	6-3	\$97,402	\$99,350	\$99,350	\$99,801
	6-2	\$94,982	\$96,881	\$96,881	\$97,308
	6-1	\$92,562	\$94,413	\$94,413	\$94,829
150 - 274	7-3	\$92,363	\$94,210	\$94,210	\$94,625
	7-2	\$91,589	\$93,421	\$93,421	\$93,832
	7-1	\$90,884	\$92,702	\$92,702	\$93,110

3. Primary Principal salaries

Salaries have effective dates as follows:

- Pay rates from 1 May 2013 are effective from 1 May 2013.
- All other salary rates are effective from the first full pay period on or after the first day of that month.

Table 3

Enrolment	Level	1 January 2013	1 April 2013	1 May 2013	1 August 2013
700+	1-4	\$146,443	\$149,372	\$149,372	\$150,146
	1-3	\$143,854	\$146,731	\$146,731	\$147,482
	1-2	\$141,311	\$144,137	\$144,137	\$144,858
	1-1	\$136,358	\$139,085	\$139,085	\$139,751
550 - 699	2-5	\$138,812	\$141,588	\$141,588	\$142,280
	2-4	\$136,357	\$139,084	\$139,084	\$139,750
	2-3	\$133,947	\$136,626	\$136,626	\$137,367
	2-2	\$131,553	\$134,184	\$134,184	\$134,912
	2-1	\$129,394	\$131,982	\$131,982	\$132,698
400 - 549	3-4	\$129,010	\$131,590	\$131,590	\$132,287
	3-3	\$126,543	\$129,074	\$129,074	\$129,742
	3-2	\$124,074	\$126,555	\$126,555	\$127,198
	3-1	\$121,605	\$124,037	\$124,037	\$124,656
275 - 399	4-5	\$123,418	\$125,886	\$125,886	\$126,526
	4-4	\$121,605	\$124,037	\$124,037	\$124,656
	4-3	\$119,137	\$121,520	\$121,520	\$122,134
	4-2	\$116,670	\$119,003	\$119,003	\$119,601
	4-1	\$114,199	\$116,483	\$116,483	\$117,066
150 - 274	5-4	\$114,200	\$116,484	\$116,484	\$117,067
	5-3	\$111,731	\$113,966	\$113,966	\$114,536
	5-2	\$109,263	\$111,448	\$111,448	\$111,922
	5-1	\$106,796	\$108,932	\$108,932	\$109,401
80 - 149	6-5	\$107,183	\$109,327	\$109,327	\$109,797
	6-4	\$105,703	\$107,817	\$107,817	\$108,281
	6-3	\$101,858	\$103,895	\$103,895	\$104,416
	6-2	\$99,389	\$101,377	\$101,377	\$101,853
	6-1	\$96,921	\$98,859	\$98,859	\$99,308
10 - 79	7-5	\$101,859	\$103,896	\$103,896	\$104,417
	7-4	\$100,579	\$102,591	\$102,591	\$103,105
	7-3	\$99,389	\$101,377	\$101,377	\$101,853
	7-2	\$96,921	\$98,859	\$98,859	\$99,308
	7-1	\$94,453	\$96,342	\$96,342	\$96,766

4. Education Support Employees (formerly school officer) Salaries

Salaries have effective dates as follows:

- Pay rates from 1 May 2013 are effective from 1 May 2013.
- All other salary rates are effective from the first full pay period on or after the first day of that month.

Table 4.1 – Education support employees – Category A

Level	Sub Division	1 January 2013	Level	Sub Division	1 April 2013	1 May 2013	1 August 2013
1	1	\$34,761	ES1	1	\$35,109	\$35,109	\$35,530
2	2	\$38,964		2	\$39,353	\$39,353	\$39,826
	3	\$40,007		3	\$40,407	\$40,407	\$40,892
	4	\$41,039		4	\$41,450	\$41,450	\$41,947
	5	\$42,164		5	\$42,586	\$42,586	\$43,097
	6	\$43,924		6	\$44,363	\$44,363	\$44,896
	7	\$45,523		7	\$45,979	\$45,979	\$46,531
3	5	\$42,164	ES2	1	\$42,586	\$42,586	\$43,097
	6	\$43,924		2	\$44,363	\$44,363	\$44,896
	7	\$45,523		3	\$45,978	\$45,978	\$46,530
	8	\$46,869		4	\$47,337	\$47,337	\$47,906
	9	\$48,208		5	\$48,400	\$48,690	\$49,275
	10	\$49,180		6	\$48,700	\$49,800	\$50,398
4	8	\$46,869		7	\$49,672	\$51,237	\$51,852
	9	\$48,208		8	\$50,433	\$52,164	\$52,790
	10	\$49,180		9	\$52,164	\$53,633	\$54,277
	11	\$49,934		10	\$53,633		
	12	\$51,393					
	13	\$52,840					
5	9	\$48,208		ES3	1	\$48,690	\$48,690
	10	\$49,180	2		\$49,672	\$49,672	\$50,267
	11	\$49,934	3		\$50,433	\$50,433	\$51,038
	12	\$51,393	4		\$52,164	\$52,164	\$52,789
	13	\$52,840	5		\$53,633	\$53,633	\$54,276
	14	\$54,283	6		\$55,097	\$55,097	\$55,758
	15	\$55,698	7		\$56,534	\$56,534	\$57,211
	16	\$59,051	8		\$59,936	\$59,936	\$60,655
6	16	\$59,051	9		\$59,936	\$60,500	\$60,719
	17	\$60,501	10		\$61,409	\$61,409	\$62,145
	18	\$61,912	11		\$63,400	\$62,841	\$63,594
	19	\$65,224	12		\$66,202	\$66,202	\$66,996
	20	\$66,682	13		\$67,682	\$67,682	\$68,494
7	18	\$61,912	ES4	1	\$62,841	\$62,841	\$63,595
	19	\$65,224		2	\$66,202	\$66,202	\$66,997
	20	\$66,682		3	\$67,682	\$67,682	\$68,494
	21	\$68,135		4	\$69,157	\$69,157	\$69,987
	22	\$72,080		5	\$73,600	\$73,600	\$74,441
	23	\$73,920		6	\$75,436	\$75,436	\$76,341
	24	\$75,767		7	\$76,000	\$76,000	\$76,912

Table 4.2 – Education Support Employees – Category B

Level	Sub Division	1 January 2013	Level	Sub Division	1 April 2013	1 May 2013	1 August 2013
1	1	\$32,087	ES1	1	\$32,408	\$32,408	\$32,797
2	2	\$35,967		2	\$36,326	\$36,326	\$36,762
	3	\$36,930		3	\$37,299	\$37,299	\$37,746
	4	\$37,882		4	\$38,262	\$38,262	\$38,720
	5	\$38,921		5	\$39,310	\$39,310	\$39,782
	6	\$40,545		6	\$40,950	\$40,950	\$41,442
	7	\$42,021		7	\$42,442	\$42,442	\$42,952
3	5	\$38,921	ES2	1	\$39,310	\$39,310	\$39,782
	6	\$40,545		2	\$40,950	\$40,950	\$41,442
	7	\$42,021		3	\$42,441	\$42,441	\$42,951
	8	\$43,264		4	\$43,696	\$43,696	\$44,221
	9	\$44,500		5	\$44,677	\$44,945	\$45,485
	10	\$45,397		6	\$44,954	\$45,969	\$46,521
4	8	\$43,264		7	\$45,851	\$47,296	\$47,863
	9	\$44,500		8	\$46,554	\$48,151	\$48,729
	10	\$45,397		9	\$48,151	\$49,507	\$50,102
	11	\$46,093		10	\$49,507		
	12	\$47,440					
	13	\$48,775					
5	9	\$44,500		ES3	1	\$44,945	\$44,945
	10	\$45,397	2		\$45,851	\$45,851	\$46,400
	11	\$46,093	3		\$46,554	\$46,554	\$47,112
	12	\$47,440	4		\$48,151	\$48,151	\$48,728
	13	\$48,775	5		\$49,507	\$49,507	\$50,101
	14	\$50,107	6		\$50,859	\$50,859	\$51,469
	15	\$51,414	7		\$52,185	\$52,185	\$52,810
	16	\$54,509	8		\$55,326	\$55,326	\$55,989
6	16	\$54,509	9		\$55,326	\$55,846	\$56,048
	17	\$55,847	10		\$56,685	\$56,685	\$57,365
	18	\$57,150	11		\$58,523	\$58,007	\$58,702
	19	\$60,207	12		\$61,110	\$61,110	\$61,842
	20	\$61,553	13		\$62,476	\$62,476	\$63,225
7	18	\$57,150	ES4	1	\$58,007	\$58,007	\$58,703
	19	\$60,207		2	\$61,110	\$61,110	\$61,843
	20	\$61,553		3	\$62,476	\$62,476	\$63,225
	21	\$62,894		4	\$63,837	\$63,837	\$64,603
	22	\$66,535		5	\$67,938	\$67,938	\$68,715
	23	\$68,234		6	\$69,633	\$69,633	\$70,469
	24	\$69,939		7	\$70,154	\$70,154	\$70,996

Table 4.2 – Education Support Employees – Category C

Level	Sub Division	1 January 2013	Level	Sub Division	1 April 2013	1 May 2013	1 August 2013
1	1	\$33,424	ES1	1	\$33,759	\$33,759	\$34,163
2	2	\$37,465		2	\$37,839	\$37,839	\$38,294
	3	\$38,468		3	\$38,853	\$38,853	\$39,319
	4	\$39,461		4	\$39,856	\$39,856	\$40,334
	5	\$40,542		5	\$40,948	\$40,948	\$41,439
	6	\$42,235		6	\$42,657	\$42,657	\$43,169
	7	\$43,772		7	\$44,211	\$44,211	\$44,741
3	5	\$40,542	ES2	1	\$40,948	\$40,948	\$41,439
	6	\$42,235		2	\$42,657	\$42,657	\$43,169
	7	\$43,772		3	\$44,210	\$44,210	\$44,740
	8	\$45,066		4	\$45,516	\$45,516	\$46,063
	9	\$46,354		5	\$46,538	\$46,817	\$47,380
	10	\$47,288		6	\$46,827	\$47,885	\$48,460
4	8	\$45,066		7	\$47,762	\$49,266	\$49,858
	9	\$46,354		8	\$48,493	\$50,158	\$50,760
	10	\$47,288		9	\$50,158	\$51,570	\$52,189
	11	\$48,013		10	\$51,570		
	12	\$49,416					
	13	\$50,808					
5	9	\$46,354		ES3	1	\$46,817	\$46,817
	10	\$47,288	2		\$47,762	\$47,762	\$48,334
	11	\$48,013	3		\$48,493	\$48,493	\$49,075
	12	\$49,416	4		\$50,158	\$50,158	\$50,759
	13	\$50,808	5		\$51,570	\$51,570	\$52,188
	14	\$52,195	6		\$52,978	\$52,978	\$53,613
	15	\$53,556	7		\$54,360	\$54,360	\$55,011
	16		8		\$57,631	\$57,631	\$58,322
6	16	\$56,780	9		\$57,631	\$58,173	\$58,384
	17	\$58,174	10		\$59,047	\$59,047	\$59,755
	18	\$59,531	11		\$60,962	\$60,424	\$61,148
	19	\$62,715	12		\$63,656	\$63,656	\$64,419
	20	\$64,117	13		\$65,079	\$65,079	\$65,860
7	18	\$59,531	ES4	1	\$60,424	\$60,424	\$61,149
	19	\$62,715		2	\$63,656	\$63,656	\$64,420
	20	\$64,117		3	\$65,079	\$65,079	\$65,860
	21	\$65,514		4	\$66,497	\$66,497	\$67,295
	22	\$69,308		5	\$70,769	\$70,769	\$71,578
	23	\$71,077		6	\$72,535	\$72,535	\$73,405
	24	\$72,853		7	\$73,077	\$73,077	\$73,954

5. School services officer - Salaries

Salaries have effective dates as follows:

- Pay rates from 1 May 2013 are effective from 1 May 2013.
- All other salary rates are effective from the first full pay period on or after the first day of that month.

Table 5.1 – Category A School Services Officers - Salaries

Level	Sub Division	1 January 2013	Level	Sub Division	1 April 2013	1 May 2013	1 August 2013
1	1						
2	1	\$36,527	1	1	\$36,892	\$36,892	\$37,335
	2	\$37,613		2	\$37,989	\$37,989	\$38,445
	3	\$38,807		3	\$39,195	\$39,195	\$39,666
	4	\$39,895		4	\$40,294	\$40,294	\$40,778
3	1	\$39,379	2	1	\$39,773	\$39,773	\$40,250
	2	\$40,506		2	\$40,911	\$40,911	\$41,402
	3	\$41,889		3	\$42,308	\$42,308	\$42,816
	4	\$44,131		4	\$44,572	\$44,572	\$45,108
				5		\$45,381	\$45,926
4	1	\$44,077	3	1	\$44,518	\$44,518	\$45,052
	2	\$45,905		2	\$46,364	\$46,364	\$46,921
	3	\$47,788		3	\$48,266	\$48,266	\$48,845
	4	\$48,867		4	\$49,356	\$49,356	\$49,948
5	1	\$44,908	4	1	\$45,357	\$45,357	\$45,902
	2	\$46,742		2	\$47,209	\$47,209	\$47,776
	3	\$49,987		3	\$50,487	\$50,487	\$51,093
	4	\$52,344		4	\$53,129	\$53,129	\$53,767

Table 5.2 – Category B School Services Officers - Salaries

Level	Sub Division	1 January 2013	Level	Sub Division	1 April 2013	1 May 2013	1 August 2013
1	1						
2	1	\$33,717	1	1	\$34,054	\$34,054	\$34,463
	2	\$34,720		2	\$35,067	\$35,067	\$35,488
	3	\$35,822		3	\$36,180	\$36,180	\$36,615
	4	\$36,826		4	\$37,194	\$37,194	\$37,641
3	1	\$36,350	2	1	\$36,714	\$36,714	\$37,154
	2	\$37,390		2	\$37,764	\$37,764	\$38,217
	3	\$38,667		3	\$39,054	\$39,054	\$39,522
	4	\$40,736		4	\$41,143	\$41,143	\$41,638
				5		\$41,890	\$42,393
4	1	\$40,686	3	1	\$41,094	\$41,094	\$41,586
	2	\$42,374		2	\$42,798	\$42,798	\$43,312
	3	\$44,112		3	\$44,553	\$44,553	\$45,088
	4	\$45,108		4	\$45,559	\$45,559	\$46,106
5	1	\$41,454	4	1	\$41,868	\$41,868	\$42,371
	2	\$43,146		2	\$43,578	\$43,578	\$44,101
	3	\$46,142		3	\$46,603	\$46,603	\$47,163
	4	\$48,318		4	\$49,042	\$49,042	\$49,631

Table 5.3 – Category C School Services Officers - Salaries

Level	Sub Division	1 January 2013	Level	Sub Division	1 April 2013	1 May 2013	1 August 2013
1	1						
2	1	\$35,122	1	1	\$35,473	\$35,473	\$35,899
	2	\$36,166		2	\$36,528	\$36,528	\$36,966
	3	\$37,314		3	\$37,688	\$37,688	\$38,140
	4	\$38,361		4	\$38,744	\$38,744	\$39,210
3	1	\$37,864	2	1	\$38,243	\$38,243	\$38,702
	2	\$38,948		2	\$39,338	\$39,338	\$39,810
	3	\$40,278		3	\$40,681	\$40,681	\$41,169
	4	\$42,434		4	\$42,858	\$42,858	\$43,373
				5		\$43,636	\$44,160
4	1	\$42,382	3	1	\$42,806	\$42,806	\$43,319
	2	\$44,139		2	\$44,581	\$44,581	\$45,116
	3	\$45,950		3	\$46,410	\$46,410	\$46,966
	4	\$46,988		4	\$47,458	\$47,458	\$48,027
5	1	\$43,181	4	1	\$43,613	\$43,613	\$44,137
	2	\$44,944		2	\$45,393	\$45,393	\$45,938
	3	\$48,064		3	\$48,545	\$48,545	\$49,128
	4	\$50,331		4	\$51,086	\$51,086	\$51,699