



# **2013 Victorian Catholic Education Multi Enterprise Agreement**

## **Implementation Guide for Schools**

### **Part 3: Salary and Allowances 2014 School Year**

## 1. Overview

This guide provides detailed salary information for the 2014 school year in relation to school staff covered by the *Victorian Catholic Education Multi Enterprise Agreement 2013 (VCEMEA)*.

During the 2014 school year:

- there are two salary increases effective from the first pay periods on or after 1 February and 1 August 2014
- there are changes to classification structures for all employees except teachers from 1 May 2014 which may alter classification level and incremental progression
- there are special arrangements for the 2014 school year for fixed term education support employees and school services officers who are re-appointed at the start of the 2014 school year without a break of service.

It is important that salary tracker tables are used to ensure that the correct classification and salaries are implemented for all staff covered by the VCEMEA during the 2014 school year. The use of the tables in this guide will also minimise instances of both under and overpayment of employees covered by the VCEMEA.

In addition, information is also provided in relation to applicable allowances during the 2014 school year.

## 2. Teacher salary rates 2014

In the 2014 school year there are no changes to the classification structure for teachers. There are two salary increases during the 2014 school year as follows:

- An increase from the first pay period on or after 1 February 2014
- An increase from the first pay period on or after 1 August 2014.

### 2.1 On-going and Fixed Term Teachers

The applicable rates for the 2014 school year are detailed in the following table.

**Table 2.1 – Teacher salary rates – 2014 school year**

Level	1 August 2013	1 February 2014	1 May 2014	1 August 2014
T2-6	\$86,396	\$87,467	\$87,467	\$91,276
T2-5	\$78,628	\$79,773	\$79,773	\$81,375
T2-4	\$76,230	\$77,283	\$77,283	\$78,759
T2-3	\$73,903	\$74,871	\$74,871	\$76,227
T2-2	\$71,331	\$72,257	\$72,257	\$73,554
T2-1	\$69,310	\$70,139	\$70,139	\$71,299
T1-5	\$67,347	\$68,083	\$68,083	\$69,114
T1-4	\$65,439	\$66,088	\$66,088	\$66,997
T1-3	\$63,586	\$64,152	\$64,152	\$65,100
T1-2	\$60,204	\$60,890	\$60,890	\$61,851
T1-1	\$58,498	\$59,106	\$59,106	\$61,199

## 2.2 Salary assessment teachers

For teachers who are appointed at the start of the school year and teachers appointed on fixed term contracts, a salary assessment must be undertaken to determine their salary on appointment.

The *CECV Salary Assessment Calculator* is currently being updated to incorporate the classification changes in the VCMEA and the requirement for 6 months of experience between 1 May 2013 and 30 April 2014 to obtain a year of approved teaching experience. There is no change to the approval of service prior to 1 May 2013 for salary assessment purposes.

The updated Salary Assessment Application Form is available from the CECV website at [http://web.cecv.catholic.edu.au/vcsa/SalAssess/salary\\_assessment\\_application.pdf](http://web.cecv.catholic.edu.au/vcsa/SalAssess/salary_assessment_application.pdf).

In general teachers who were fixed term in the 2013 school year and who are re-appointed for the 2014 school year will increment to the next salary level (provided that the teacher has 6 months of experience between 1 May 2013 and 30 April 2014) at the commencement of the new fixed term contract. There is no requirement to increment these teachers on 1 May 2014.

## 2.3 Emergency teacher rates of pay

The rates of pay for emergency teachers that should apply for the 2014 school year are as follows:

Effective date	Hourly Rate	Maximum Daily rate
4 November 2013	\$45.13	\$270.80
1 February 2014	\$45.60	\$273.60
1 August 2014	\$47.22	\$283.30

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.

## 2.4 Graduate teacher payment

A graduate teacher who commences employment at subdivision T 1 – 1 prior to 1 May in any year shall be paid a lump sum on progression to subdivision T 1 – 2 in the following year. This payment only applies to **on-going teachers**. The lump sum payment is based on their commencement date as set out in the table below:

Commencement of employment	Lump Sum Payment
Between 2 January 2013 and 1 February 2013	\$446
Between 2 February 2013 and 1 March 2013	\$297
Between 2 March 2013 and 1 April 2013	\$149

The lump sum payment should be made in the first pay period on or after 1 May 2014.

### 3. Positions of leadership (POL)

#### 3.1 POL allowances

The following table sets out the POL rates for the 2014 school year.

<b>First effective pay date on after</b>	<b>POL 1 (per annum)</b>	<b>POL 2 (per annum)</b>	<b>POL 3 (per annum)</b>	<b>POL 4 (per annum)</b>
<b>1 August 2013</b>	\$2,275	\$4,615	\$7,022	\$9,495
<b>1 February 2014</b>	\$2,305	\$4,675	\$7,113	\$9,618
<b>1 August 2014</b>	\$2,346	\$4,759	\$7,241	\$9,791

#### 3.2 POL pool

For the 2014 school year the POL pool will continue to be calculated based on student numbers as follows:

<b>School / Enrolment</b>	<b>Amount per student</b>
Primary – greater than 150	\$75
Primary – less than 150	\$105
Secondary	\$110

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

#### **4. Deputy Principals**

For both category A and Category B deputy principals:

- The salary rates will be increased from the first pay periods on or after 1 February and 1 August 2014
- On 1 May 2014, the numbering of the salary levels and sub-divisions change
- There are no changes to the number of levels or the student enrolment ranges for each of the levels.

##### **4.1 Deputy Principal Category A – 2014 salary tracker**

The following table sets out the salary level, sub-division and salary for Category A deputy principals for the 2014 school year where incremental progression occurs or does not occur on 1 May 2014.

Table 4.1 – 2014 Salary tracker – deputy principals (category A)

Enrolment	August 2013		February 2014		Increment 1 May 2014			No Increment 1 May 2014		
	Sub Division	Salary	Sub Division	Salary	May 2014		August 2014	May 2014		August 2014
					Sub Division	Salary	Salary	Sub Division	Salary	Salary
1,500+	1-3	\$142,356	1-3	\$143,212	7-4	\$143,212	\$147,493	7-4	\$143,212	\$147,493
	1-2	\$139,839	1-2	\$140,679	7-3	\$141,836	\$146,241	7-3	\$141,836	\$146,241
	1-1	\$137,367	1-1	\$138,192	7-1	\$139,407	\$143,736	7-1	\$139,407	\$143,736
1,101 – 1,499	2-3	\$134,912	2-3	\$135,722	6-4	\$135,722	\$139,938	6-4	\$135,722	\$139,938
	2-2	\$132,287	2-2	\$133,061	6-3	\$134,273	\$138,443	6-3	\$134,273	\$138,443
	2-1	\$129,742	2-1	\$130,484	6-1	\$131,374	\$135,354	6-1	\$131,374	\$135,354
700 – 1,100	3-3	\$127,198	3-3	\$127,913	5-3	\$128,240	\$132,040	5-3	\$128,240	\$132,040
	3-2	\$126,526	3-2	\$127,236	5-3	\$128,240	\$132,040	5-3	\$128,240	\$132,040
	3-1	\$124,656	3-1	\$125,345	5-2	\$126,792	\$130,478	5-1	\$125,345	\$128,932
550 - 699	4-3	\$122,134	4-3	\$122,818	4-4	\$122,818	\$126,378	4-4	\$122,818	\$126,378
	4-2	\$119,601	4-2	\$120,265	4-2	\$120,273	\$123,731	4-2	\$120,273	\$123,731
	4-1	\$117,067	4-1	\$117,715	4-1	\$119,000	\$122,422	4-1	\$119,000	\$122,422
400 - 549	5-4	\$117,067	5-4	\$117,715	3-4	\$117,861	\$121,238	3-4	\$117,861	\$121,238
	5-3	\$114,536	5-3	\$115,171	3-3	\$116,398	\$119,734	3-3	\$116,398	\$119,734
	5-2	\$111,922	5-2	\$112,449	3-1	\$113,473	\$116,728	3-1	\$113,473	\$116,728
	5-1	\$109,400	5-1	\$109,920	3-1	\$113,473	\$116,728	3-1	\$113,473	\$116,728
275 - 399	6-5	\$111,604	6-5	\$112,130	2-4	\$113,112	\$116,357	2-4	\$113,112	\$116,357
	6-4	\$109,400	6-4	\$109,920	2-3	\$111,392	\$114,106	2-3	\$111,392	\$114,106
	6-3	\$108,281	6-3	\$108,796	2-2	\$109,673	\$112,377	2-2	\$109,673	\$112,377
	6-2	\$104,416	6-2	\$104,997	2-1	\$107,953	\$110,663	2-1	\$107,953	\$110,663
	6-1	\$101,853	6-1	\$102,383	2-1	\$107,953	\$110,663	2-1	\$107,953	\$110,663
150 - 274	7-4	\$104,455	7-4	\$105,036	1-4	\$105,036	\$108,057	1-4	\$105,036	\$108,057
	7-3	\$101,853	7-3	\$102,383	1-3	\$102,697	\$105,462	1-3	\$102,697	\$105,462
	7-2	\$99,308	7-2	\$99,807	1-2	\$100,358	\$102,966	1-2	\$100,358	\$102,966
	7-1	\$96,765	7-1	\$97,237	1-1	\$98,019	\$100,494	1-1	\$98,019	\$100,494

#### 4.2 Deputy principal Category B – 2014 salary tracker

The following table sets out the salary level, sub-division and salary for Category B deputy principals for the 2014 school year where incremental progression occurs or does not occur on 1 May 2014.

**Table 4.2 – 2014 Salary Tracker – deputy principals (category B)**

Enrolment	August 2013		February 2014		Increment 1 May 2014			No Increment 1 May 2014		
	Sub Division	Salary	Sub Division	Salary	May 2014		August 2014	May 2014		August 2014
					Sub Division	Salary		Sub Division	Salary	
1,500+	1-4	\$129,626	1-4	\$130,368	7-3	\$130,433	\$134,298	7-3	\$130,433	\$134,298
	1-3	\$127,134	1-3	\$127,848	7-2	\$129,367	\$133,200	7-1	\$128,300	\$132,102
	1-2	\$124,643	1-2	\$125,332	7-1	\$128,300	\$132,102	7-1	\$128,300	\$132,102
	1-1	\$123,985	1-1	\$124,670	7-1	\$128,300	\$132,102	7-1	\$128,300	\$132,102
1,101 – 1,499	2-3	\$123,985	2-3	\$124,670	6-4	\$124,670	\$128,238	6-4	\$124,670	\$128,238
	2-2	\$122,172	2-2	\$122,855	6-3	\$123,231	\$126,757	6-3	\$123,231	\$126,757
	2-1	\$119,687	2-1	\$120,352	6-2	\$121,791	\$125,322	6-1	\$120,352	\$123,813
700 – 1,100	3-4	\$117,206	3-4	\$117,855	5-4	\$117,855	\$121,227	5-4	\$117,855	\$121,227
	3-3	\$114,726	3-3	\$115,361	5-3	\$116,233	\$119,564	5-3	\$116,233	\$119,564
	3-2	\$112,161	3-2	\$113,005	5-2	\$114,617	\$117,905	5-2	\$114,617	\$117,905
	3-1	\$109,690	3-1	\$110,212	5-1	\$113,000	\$115,753	5-1	\$113,000	\$115,753
550 - 699	4-3	\$109,690	4-3	\$110,212	4-3	\$110,960	\$113,664	4-3	\$110,960	\$113,664
	4-2	\$107,219	4-2	\$108,905	4-2	\$109,930	\$112,641	4-2	\$109,930	\$112,641
	4-1	\$106,122	4-1	\$106,636	4-1	\$108,900	\$111,586	4-1	\$108,900	\$111,586
400 - 549	5-4	\$106,122	5-4	\$106,636	3-4	\$108,185	\$110,853	3-4	\$108,185	\$110,853
	5-3	\$104,734	5-3	\$105,316	3-3	\$106,257	\$108,924	3-3	\$106,257	\$108,924
	5-2	\$102,297	5-2	\$102,829	3-2	\$104,328	\$107,329	3-2	\$104,328	\$107,329
	5-1	\$99,801	5-1	\$100,302	3-1	\$102,400	\$105,157	3-1	\$102,400	\$105,157
275 - 399	6-3	\$99,801	6-3	\$100,302	2-3	\$100,960	\$103,678	2-3	\$100,960	\$103,678
	6-2	\$97,308	6-2	\$97,782	2-1	\$98,000	\$100,474	2-1	\$98,000	\$100,474
	6-1	\$94,829	6-1	\$95,291	2-1	\$98,000	\$100,474	2-1	\$98,000	\$100,474
150 - 274	7-3	\$94,625	7-3	\$95,086	1-3	\$96,280	\$98,711	1-3	\$96,280	\$98,711
	7-2	\$93,832	7-2	\$94,289	1-2	\$94,922	\$97,319	1-2	\$94,922	\$97,319
	7-1	\$93,110	7-1	\$93,564	1-2	\$94,922	\$97,319	1-1	\$93,564	\$95,926

### 4.3 Deputy principal allowances

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 rates in 2014.

The table 4.3 contains the allowance rates for 2014.

**Table 4.3 – 2014 – Deputy Principals Allowances**

Start of 2014 school year			February 2014	1 May 2014			August 2014
Enrolment	Level	Allowance	Allowance	Enrolment	Level	Allowance	Allowance
<b>700 - 1,100</b>	3-4	\$38,578	\$38,082	<b>700 - 1,100</b>	5-4	\$38,082	\$39,852
	3-3	\$36,098	\$35,588		5-3	\$36,460	\$38,189
	3-2	\$33,533	\$33,232		5-2	\$34,844	\$36,530
	3-1	\$31,062	\$30,439		5-1	\$33,227	\$34,378
<b>550 - 699</b>	4-3	\$31,062	\$30,439	<b>550 - 699</b>	4-4	\$32,217	\$33,344
	4-2	\$28,591	\$29,132		4-3	\$31,187	\$32,289
	4-1	\$27,494	\$26,863		4-2	\$30,157	\$31,266
					4-1	\$29,127	\$30,211
<b>400 - 549</b>	5-4	\$27,494	\$26,863	<b>400 - 549</b>	3-4	\$28,412	\$29,478
	5-3	\$26,106	\$25,543		3-3	\$26,484	\$27,549
	5-2	\$23,669	\$23,056		3-2	\$24,555	\$25,954
	5-1	\$21,173	\$20,529		3-1	\$22,627	\$23,782
<b>275 - 399</b>	6-3	\$21,173	\$20,529	<b>275 - 399</b>	2-3	\$21,187	\$22,303
	6-2	\$18,680	\$18,009		2-2	\$19,707	\$20,691
	6-1	\$16,201	\$15,518		2-1	\$18,227	\$19,099
<b>150 - 274</b>	7-3	\$15,997	\$15,313	<b>150 - 274</b>	1-3	\$16,507	\$17,336
	7-2	\$15,204	\$14,516		1-2	\$15,149	\$15,944
	7-1	\$14,482	\$13,791		1-1	\$13,791	\$14,551



## **5. Primary Principals**

The salary rates for primary principals will be increased from the first pay period on or after 1 February and 1 August 2014.

In addition on 1 May 2014, the classification of primary principals will change as follows:

- the numbering of the salary levels and sub-divisions will change
- the number of levels will decrease from 7 to 6 levels
- the enrolment bands of 10 – 79 and 80 – 149 will be merged into one level 10 -149.

The salary arrangements and classification levels for primary principals are set out in Table 5.1

Table 5.1 – 2014 Salary tracker – primary principals

Enrolment					Incremental Progression			No Incremental Progression			
	August 2013		February 2014		Enrolment	May 2014		August 2014	May 2014		August 2014
	Level	Salary	Level	Salary		Level	Salary	Salary	Level	Salary	Salary
700+	1-4	\$150,146	1-4	\$150,980	700+	6-4	\$150,980	\$155,460	6-4	\$150,980	\$155,460
	1-3	\$147,482	1-3	\$148,249		6-4	\$150,980	\$155,460	6-3	\$148,987	\$153,357
	1-2	\$144,858	1-2	\$145,585		6-3	\$148,987	\$153,357	6-2	\$146,993	\$151,305
	1-1	\$139,751	1-1	\$140,433		6-1	\$145,000	\$149,150	6-1	\$145,000	\$149,150
550 - 699	2-5	\$142,280	2-5	\$143,050	550 - 699	5-4	\$143,050	\$147,054	5-4	\$143,050	\$147,054
	2-4	\$139,750	2-4	\$140,491		5-4	\$143,050	\$147,054	5-3	\$140,491	\$144,348
	2-3	\$137,367	2-3	\$138,192		5-3	\$140,491	\$144,348	5-2	\$138,192	\$142,484
	2-2	\$134,912	2-2	\$135,722		5-2	\$138,192	\$142,484	5-1	\$135,722	\$139,938
	2-1	\$132,698	2-1	\$133,495		5-1	\$135,722	\$139,938	5-1	\$135,722	\$139,938
400 - 549	3-4	\$132,287	3-4	\$133,061	400 - 549	4-4	\$133,061	\$137,092	4-4	\$133,061	\$137,092
	3-3	\$129,742	3-3	\$130,484		4-4	\$133,061	\$137,092	4-3	\$131,374	\$135,354
	3-2	\$127,198	3-2	\$127,913		4-3	\$131,374	\$135,354	4-1	\$128,000	\$131,720
	3-1	\$124,656	3-1	\$125,345		4-1	\$128,000	\$131,720	4-1	\$128,000	\$131,720
275 - 399	4-5	\$126,526	4-5	\$127,236	275 - 399	3-4	\$127,236	\$130,935	3-4	\$127,236	\$130,935
	4-4	\$124,656	4-4	\$125,345		3-4	\$127,236	\$130,935	3-3	\$125,345	\$128,932
	4-3	\$122,134	4-3	\$122,818		3-3	\$125,345	\$128,932	3-2	\$122,818	\$126,378
	4-2	\$119,601	4-2	\$120,265		3-2	\$122,818	\$126,378	3-1	\$120,265	\$123,724
	4-1	\$117,066	4-1	\$117,714		3-1	\$120,265	\$123,724	3-1	\$120,265	\$123,724
150 - 274	5-4	\$117,067	5-4	\$117,715	150 - 274	2-4	\$117,861	\$121,238	2-4	\$117,861	\$121,238
	5-3	\$114,536	5-3	\$115,171		2-4	\$117,861	\$121,238	2-3	\$116,398	\$119,734
	5-2	\$111,922	5-2	\$112,449		2-1	\$113,473	\$116,728	2-1	\$113,473	\$116,728
	5-1	\$109,401	5-1	\$109,921		2-1	\$113,473	\$116,728	2-1	\$113,473	\$116,728
80 - 149	6-5	\$109,797	6-5	\$110,320	10 - 149	1-7	\$113,112	\$116,357	1-6	\$110,438	\$113,128
	6-4	\$108,281	6-4	\$108,796		1-6	\$110,438	\$113,128	1-6	\$110,438	\$113,128
	6-3	\$104,416	6-3	\$105,500		1-5	\$107,953	\$110,616	1-5	\$107,953	\$110,616
	6-2	\$101,853	6-2	\$104,000		1-4	\$105,475	\$108,123	1-4	\$105,475	\$108,123
	6-1	\$99,308	6-1	\$99,807		1-2	\$100,551	\$103,259	1-2	\$100,551	\$103,259
10 - 79	7-5	\$104,417	7-5	\$105,002		1-4	\$105,475	\$108,123	1-4	\$105,475	\$108,123
	7-4	\$103,105	7-4	\$103,678		1-4	\$105,475	\$108,123	1-4	\$105,475	\$108,123
	7-3	\$101,853	7-3	\$102,383		1-3	\$103,118	\$106,084	1-3	\$103,118	\$106,084
	7-2	\$99,308	7-2	\$99,807		1-2	\$100,551	\$103,259	1-2	\$100,551	\$103,259
	7-1	\$96,766	7-1	\$97,238		1-1	\$98,019	\$100,567	1-1	\$98,019	\$100,567

## **6. Education support employees**

The salary rates for education support staff for 2014 school year will be increased from the first pay periods on or after 1 February 2014 and 1 August 2014.

In addition the following changes will occur to the education support salary structure:

- The new level 5 will commence from the start of the 2014 school year
- The number of salary subdivisions in level 1 to 4 will decrease in May 2014.

To assist schools with the continued translation to the new salary structure during the 2014 school year the following tables should be used to ensure that all education support staff move through the new salary structure.

### **6.1 On-going education support employees (employed at the end of the 2013 school year)**

Table 6.1 details the salary of education support employees who were **on-going employees at the end of the 2013 school year** and continue to be employed in Catholic Education in 2014 without a break of service.

### **6.2 New education support employees**

Table 6.2 details the salary of education support employees who employed on a fixed term basis on or going basis **at the start of the 2014 school year** and do not have continuous service from the end of the 2013 school year.

The commencement salary of education support employee is determined by the employee's years of experience. The applicable clause of the VCCEMA is clause 40. Note that education support employees appointed to level 3:

- From the start of the 2014 school to 30 April 2014 should commence at ES 3-9
- From 1 May 2014 should commence at ES 3-8.

### **6.3 Fixed term education support employees 2014 (employed at end of 2013 school year without a break of service)**

Table 6.3 lists the salary movement of education support employees who were employed at the end of the 2013 school year on a fixed term basis and are re-employed without a break in service in catholic education in the 2014 school year and have had at least 6 months of experience between 1 May 2013 and their re-engagement. If the employee does not have at least 6 months of approved experience then the employee should recommence at the salary level that applied at the end of the 2013 school year.

Note: Where a fixed term employee at level ES 2-6 at the end of the 2013 school year (who was a fixed term SO 3-10 employee prior to translation to the new structure) and the years of experience exceeds 5 years, the total years of experience should be used to determine the employee's salary at the start of the 2014 school year.



**Table 6.2 – Salary Tracker – new education support employees (not employed at end of 2013)**

Years of Approved Experience	January 2014				February 2014				May 2014 (No increment)				August 2014		
	Level	Cat A	Cat B	Cat C	Level	Cat A	Cat B	Cat C	Level	Cat A	Cat B	Cat C	Cat A	Cat B	Cat C
0	ES 1-1	\$35,530	\$32,797	\$34,163	ES 1-1	\$35,974	\$33,207	\$34,590	ES 1-1	\$41,403	\$38,218	\$39,811	\$42,024	\$38,791	\$40,408
1	ES 1-2	\$39,826	\$36,762	\$38,294	ES 1-2	\$40,324	\$37,222	\$38,773	ES 1-1	\$41,403	\$38,218	\$39,811	\$42,024	\$38,791	\$40,408
2	ES 1-3	\$40,892	\$37,746	\$39,319	ES 1-3	\$41,403	\$38,218	\$39,811	ES 1-1	\$41,403	\$38,218	\$39,811	\$42,024	\$38,791	\$40,408
3	ES 1-4	\$41,947	\$38,720	\$40,334	ES 1-4	\$42,472	\$39,205	\$40,838	ES 1-3	\$43,574	\$40,222	\$41,898	\$44,227	\$40,825	\$42,526
4	ES 1-5	\$43,097	\$39,782	\$41,439	ES 1-5	\$43,636	\$40,279	\$41,958	ES 1-4	\$45,456	\$41,959	\$43,708	\$46,138	\$42,589	\$44,363
5	ES 1-6	\$44,896	\$41,442	\$43,169	ES 1-6	\$45,457	\$41,960	\$43,709	ES 1-5	\$47,113	\$43,489	\$45,301	\$47,819	\$44,141	\$45,980
6+	ES 1-7	\$46,531	\$42,952	\$44,741	ES 1-7	\$47,113	\$43,489	\$45,301	ES 1-5	\$47,113	\$43,489	\$45,301	\$47,819	\$44,141	\$45,980
0	ES 2-1	\$43,097	\$39,782	\$41,439	ES 2-1	\$43,636	\$40,279	\$41,958	ES 2-1	\$48,505	\$44,774	\$46,639	\$49,232	\$45,445	\$47,338
1	ES 2-2	\$44,896	\$41,442	\$43,169	ES 2-2	\$45,457	\$41,960	\$43,709	ES 2-1	\$48,505	\$44,774	\$46,639	\$49,232	\$45,445	\$47,338
2	ES 2-3	\$46,530	\$42,951	\$44,740	ES 2-3	\$47,113	\$43,489	\$45,301	ES 2-1	\$48,505	\$44,774	\$46,639	\$49,232	\$45,445	\$47,338
3	ES 2-4	\$47,906	\$44,221	\$46,063	ES 2-4	\$48,505	\$44,774	\$46,639	ES 2-1	\$48,505	\$44,774	\$46,639	\$49,232	\$45,445	\$47,338
4	ES 2-5	\$49,275	\$45,485	\$47,380	ES 2-5	\$49,890	\$46,052	\$47,971	ES 2-2	\$50,087	\$46,234	\$48,161	\$50,838	\$46,927	\$48,883
5	ES 2-6	\$50,398	\$46,521	\$48,460	ES 2-6	\$51,028	\$47,103	\$49,065	ES 2-3	\$52,000	\$48,000	\$50,000	\$52,780	\$48,720	\$50,750
6	ES 2-7	\$51,852	\$47,863	\$49,858	ES 2-7	\$52,500	\$48,462	\$50,481	ES 2-4	\$53,252	\$49,156	\$51,204	\$54,051	\$49,893	\$51,972
7	ES 2-8	\$52,790	\$48,729	\$50,760	ES 2-8	\$53,450	\$49,338	\$51,394	ES 2-5	\$54,835	\$50,617	\$52,726	\$55,657	\$51,376	\$53,516
8+	ES 2-9	\$54,277	\$50,102	\$52,189	ES 2-9	\$54,955	\$50,728	\$52,841	ES 2-6	\$56,417	\$52,077	\$54,247	\$57,263	\$52,858	\$55,061
0	ES 3-9	\$60,719	\$56,048	\$58,384	ES 3-9	\$61,478	\$56,749	\$59,113	ES 3-8	\$61,478	\$56,749	\$59,113	\$62,401	\$57,601	\$60,001
1	ES 3-10	\$62,145	\$57,365	\$59,755	ES 3-10	\$62,922	\$58,082	\$60,502	ES 3-9	\$62,922	\$58,082	\$60,502	\$63,866	\$58,953	\$61,410
2	ES 3-11	\$63,594	\$58,702	\$61,148	ES 3-11	\$64,389	\$59,436	\$61,913	ES 3-10	\$64,389	\$59,436	\$61,913	\$65,355	\$60,328	\$62,841
3	ES 3-12	\$66,996	\$61,842	\$64,419	ES 3-12	\$67,833	\$62,615	\$65,224	ES 3-11	\$67,833	\$62,615	\$65,224	\$68,852	\$63,556	\$66,204
4+	ES 3-13	\$68,494	\$63,225	\$65,860	ES 3-13	\$69,350	\$64,015	\$66,683	ES 3-12	\$69,350	\$64,015	\$66,683	\$70,391	\$64,976	\$67,684
0	ES 4-1	\$63,595	\$58,703	\$61,149	ES 4-1	\$64,231	\$59,290	\$61,761	ES 4-1	\$67,667	\$62,462	\$65,064	\$68,546	\$63,273	\$65,910
1	ES 4-2	\$66,997	\$61,843	\$64,420	ES 4-2	\$67,667	\$62,462	\$65,064	ES 4-1	\$67,667	\$62,462	\$65,064	\$68,546	\$63,273	\$65,910
2	ES 4-3	\$68,494	\$63,225	\$65,860	ES 4-3	\$69,179	\$63,858	\$66,518	ES 4-2	\$73,256	\$67,621	\$70,438	\$74,208	\$68,500	\$71,354
3	ES 4-4	\$69,987	\$64,603	\$67,295	ES 4-4	\$70,687	\$65,250	\$67,968	ES 4-2	\$73,256	\$67,621	\$70,438	\$74,208	\$68,500	\$71,354
4	ES 4-5	\$74,441	\$68,715	\$71,578	ES 4-5	\$75,185	\$69,402	\$72,293	ES 4-3	\$75,293	\$69,501	\$72,397	\$76,272	\$70,405	\$73,338
5	ES 4-6	\$76,341	\$70,469	\$73,405	ES 4-6	\$77,104	\$71,173	\$74,138	ES 4-4	\$77,690	\$71,714	\$74,702	\$78,700	\$72,646	\$75,673
6+	ES 4-7	\$76,912	\$70,996	\$73,954	ES 4-7	\$77,681	\$71,706	\$74,693	ES 4-4	\$77,690	\$71,714	\$74,702	\$78,700	\$72,646	\$75,673
0	ES 5-1	\$86,645	\$79,980	\$83,313	ES 5-1	\$86,645	\$79,980	\$83,313	ES 5-1	\$86,645	\$79,980	\$83,313	\$87,728	\$80,980	\$84,354
1	ES 5-2	\$88,896	\$82,058	\$85,477	ES 5-2	\$88,896	\$82,058	\$85,477	ES 5-2	\$88,896	\$82,058	\$85,477	\$90,007	\$83,083	\$86,545
2	ES 5-3	\$91,147	\$84,136	\$87,641	ES 5-3	\$91,147	\$84,136	\$87,641	ES 5-3	\$91,147	\$84,136	\$87,641	\$92,286	\$85,187	\$88,737
3	ES 5-4	\$93,397	\$86,213	\$89,805	ES 5-4	\$93,397	\$86,213	\$89,805	ES 5-4	\$93,397	\$86,213	\$89,805	\$94,565	\$87,291	\$90,928
4+	ES 5-5	\$95,648	\$88,290	\$91,969	ES 5-5	\$95,648	\$88,290	\$91,969	ES 5-5	\$95,648	\$88,290	\$91,969	\$96,844	\$89,394	\$93,119

**Table 6.3 – Salary Tracker – Fixed term education support employees 2014 (employed at end of 2013 school year without a break of service)**

End of 2013 School Year				Start of 2014 School Year				February 2014			May 2014				August 2014		
Level	Cat A	Cat B	Cat C	Level	Cat A	Cat B	Cat C	Cat A	Cat B	Cat C	Level	Cat A	Cat B	Cat C	Cat A	Cat B	Cat C
ES 1-1	\$35,530	\$32,797	\$34,163	ES 1-2	\$39,826	\$36,762	\$38,294	\$40,324	\$37,222	\$38,773	ES 1-1	\$41,403	\$38,218	\$39,811	\$42,024	\$38,791	\$40,408
ES 1-2	\$39,826	\$36,762	\$38,294	ES 1-3	\$40,892	\$37,746	\$39,319	\$41,403	\$38,218	\$39,811	ES 1-1	\$41,403	\$38,218	\$39,811	\$42,024	\$38,791	\$40,408
ES 1-3	\$40,892	\$37,746	\$39,319	ES 1-4	\$41,947	\$38,720	\$40,334	\$42,472	\$39,205	\$40,838	ES 1-3	\$43,574	\$40,222	\$41,898	\$44,227	\$40,825	\$42,526
ES 1-4	\$41,947	\$38,720	\$40,334	ES 1-5	\$43,097	\$39,782	\$41,439	\$43,636	\$40,279	\$41,958	ES 1-4	\$45,456	\$41,959	\$43,708	\$46,138	\$42,589	\$44,363
ES 1-5	\$43,097	\$39,782	\$41,439	ES 1-6	\$44,896	\$41,442	\$43,169	\$45,457	\$41,960	\$43,709	ES 1-5	\$47,113	\$43,489	\$45,301	\$47,819	\$44,141	\$45,980
ES 1-6	\$44,896	\$41,442	\$43,169	ES 1-7	\$46,531	\$42,952	\$44,741	\$47,113	\$43,489	\$45,301	ES 1-5	\$47,113	\$43,489	\$45,301	\$47,819	\$44,141	\$45,980
ES 1-7	\$46,531	\$42,952	\$44,741	ES 1-7	\$46,531	\$42,952	\$44,741	\$47,113	\$43,489	\$45,301	ES 1-6	\$48,975	\$45,208	\$47,091	\$49,710	\$45,886	\$47,798
ES 2-1	\$43,097	\$39,782	\$41,439	ES 2-2	\$44,896	\$41,442	\$43,169	\$45,457	\$41,960	\$43,709	ES 2-1	\$48,505	\$44,774	\$46,639	\$49,232	\$45,445	\$47,338
ES 2-2	\$44,896	\$41,442	\$43,169	ES 2-3	\$46,530	\$42,951	\$44,740	\$47,112	\$43,488	\$45,300	ES 2-1	\$48,505	\$44,774	\$46,639	\$49,232	\$45,445	\$47,338
ES 2-3	\$46,530	\$42,951	\$44,740	ES 2-4	\$47,906	\$44,221	\$46,063	\$48,505	\$44,774	\$46,639	ES 2-1	\$48,505	\$44,774	\$46,639	\$49,232	\$45,445	\$47,338
ES 2-4	\$47,906	\$44,221	\$46,063	ES 2-5	\$49,275	\$45,485	\$47,380	\$49,890	\$46,052	\$47,971	ES 2-2	\$50,087	\$46,234	\$48,161	\$50,838	\$46,927	\$48,883
ES 2-5	\$49,275	\$45,485	\$47,380	ES 2-5	\$49,275	\$45,485	\$47,380	\$49,890	\$46,052	\$47,971	ES 2-2	\$50,087	\$46,234	\$48,161	\$50,838	\$46,927	\$48,883
ES 2-6	\$50,398	\$46,521	\$48,460	ES 2-6	\$50,398	\$46,521	\$48,460	\$51,028	\$47,103	\$49,065	ES 2-3	\$52,000	\$48,000	\$50,000	\$52,780	\$48,720	\$50,750
ES 2-7	\$51,852	\$47,863	\$49,858	ES 2-7	\$51,852	\$47,863	\$49,858	\$52,500	\$48,462	\$50,481	ES 2-4	\$53,252	\$49,156	\$51,204	\$54,051	\$49,893	\$51,972
ES 2-8	\$52,790	\$48,729	\$50,760	ES 2-9	\$54,277	\$50,102	\$52,189	\$54,955	\$50,728	\$52,841	ES 2-6	\$56,417	\$52,077	\$54,247	\$57,263	\$52,858	\$55,061
ES 2-9	\$54,277	\$50,102	\$52,189	ES 2-9	\$54,277	\$50,102	\$52,189	\$54,955	\$50,728	\$52,841	ES 2-6	\$56,417	\$52,077	\$54,247	\$57,263	\$52,858	\$55,061
ES 3-1	\$49,274	\$45,484	\$47,379	ES 3-2	\$50,267	\$46,400	\$48,334	\$50,895	\$46,980	\$48,938	ES 3-1	\$50,895	\$46,980	\$48,938	\$51,659	\$47,685	\$49,672
ES 3-2	\$50,267	\$46,400	\$48,334	ES 3-3	\$51,038	\$47,112	\$49,075	\$51,676	\$47,701	\$49,688	ES 3-2	\$51,676	\$47,701	\$49,688	\$52,451	\$48,416	\$50,434
ES 3-3	\$51,038	\$47,112	\$49,075	ES 3-4	\$52,789	\$48,728	\$50,759	\$53,449	\$49,338	\$51,393	ES 3-3	\$53,449	\$49,338	\$51,393	\$54,251	\$50,078	\$52,164
ES 3-4	\$52,789	\$48,728	\$50,759	ES 3-5	\$54,276	\$50,101	\$52,188	\$54,954	\$50,727	\$52,840	ES 3-4	\$54,954	\$50,727	\$52,840	\$55,779	\$51,488	\$53,634
ES 3-5	\$54,276	\$50,101	\$52,188	ES 3-6	\$55,758	\$51,469	\$53,613	\$56,455	\$52,112	\$54,284	ES 3-5	\$56,455	\$52,112	\$54,284	\$57,302	\$52,894	\$55,098
ES 3-6	\$55,758	\$51,469	\$53,613	ES 3-7	\$57,211	\$52,810	\$55,011	\$57,926	\$53,470	\$55,698	ES 3-6	\$57,926	\$53,470	\$55,698	\$58,796	\$54,273	\$56,535
ES 3-7	\$57,211	\$52,810	\$55,011	ES 3-8	\$60,655	\$55,989	\$58,322	\$61,413	\$56,689	\$59,051	ES 3-7	\$61,413	\$56,689	\$59,051	\$62,334	\$57,539	\$59,937
ES 3-8	\$60,655	\$55,989	\$58,322	ES 3-8	\$60,655	\$55,989	\$58,322	\$61,413	\$56,689	\$59,051	ES 3-7	\$61,413	\$56,689	\$59,051	\$62,334	\$57,539	\$59,937
ES 3-9	\$60,719	\$56,048	\$58,384	ES 3-10	\$62,145	\$57,365	\$59,755	\$62,922	\$58,082	\$60,502	ES 3-9	\$62,922	\$58,082	\$60,502	\$63,866	\$58,953	\$61,410
ES 3-10	\$62,145	\$57,365	\$59,755	ES 3-11	\$63,594	\$58,702	\$61,148	\$64,389	\$59,436	\$61,913	ES 3-10	\$64,389	\$59,436	\$61,913	\$65,355	\$60,328	\$62,841
ES 3-11	\$63,594	\$58,702	\$61,148	ES 3-12	\$66,996	\$61,842	\$64,419	\$67,833	\$62,615	\$65,224	ES 3-11	\$67,833	\$62,615	\$65,224	\$68,852	\$63,556	\$66,204
ES 3-12	\$66,996	\$61,842	\$64,419	ES 3-13	\$68,494	\$63,225	\$65,860	\$69,350	\$64,015	\$66,683	ES 3-12	\$69,350	\$64,015	\$66,683	\$70,391	\$64,976	\$67,684
ES 3-13	\$68,494	\$63,225	\$65,860	ES 3-13	\$68,494	\$63,225	\$65,860	\$69,350	\$64,015	\$66,683	ES 3-12	\$69,350	\$64,015	\$66,683	\$70,391	\$64,976	\$67,684
ES 4-1	\$63,595	\$58,703	\$61,149	ES 4-2	\$66,997	\$61,843	\$64,420	\$67,667	\$62,462	\$65,064	ES 4-1	\$67,667	\$62,462	\$65,064	\$68,546	\$63,273	\$65,910
ES 4-2	\$66,997	\$61,843	\$64,420	ES 4-3	\$68,494	\$63,225	\$65,860	\$69,179	\$63,858	\$66,518	ES 4-2	\$73,256	\$67,621	\$70,438	\$74,208	\$68,500	\$71,354
ES 4-3	\$68,494	\$63,225	\$65,860	ES 4-4	\$69,987	\$64,603	\$67,295	\$70,687	\$65,250	\$67,968	ES 4-2	\$73,256	\$67,621	\$70,438	\$74,208	\$68,500	\$71,354
ES 4-4	\$69,987	\$64,603	\$67,295	ES 4-5	\$74,441	\$68,715	\$71,578	\$75,185	\$69,402	\$72,293	ES 4-3	\$75,293	\$69,501	\$72,397	\$76,272	\$70,405	\$73,338
ES 4-5	\$74,441	\$68,715	\$71,578	ES 4-6	\$76,341	\$70,469	\$73,405	\$77,104	\$71,173	\$74,138	ES 4-4	\$77,690	\$71,714	\$74,702	\$78,700	\$72,646	\$75,673
ES 4-6	\$76,341	\$70,469	\$73,405	ES 4-7	\$76,912	\$70,996	\$73,954	\$77,681	\$71,706	\$74,693	ES 4-4	\$77,690	\$71,714	\$74,702	\$78,700	\$72,646	\$75,673
ES 4-7	\$76,912	\$70,996	\$73,954	ES 4-7	\$76,912	\$70,996	\$73,954	\$77,681	\$71,706	\$74,693	ES 4-5	\$78,000	\$72,000	\$75,000	\$79,014	\$72,936	\$75,975

## **7. School service officers**

The salary rates for school services for 2014 school year will be increased from the first pay periods on or after 1 February 2014 and 1 August 2014.

In addition the number of salary subdivisions in levels 3 and 4 will increase to 5 on 1 May 2014.

To assist schools with the continued transition to the new salary structure during the 2014 school year the following tables should be used to ensure that all education support staff move through the new salary structure.

### **7.1 On-going school services officers (employed at the end of the 2013 school year)**

Table 7.1 details the salary of education support employees who were **on-going employees at the end of the 2013 school year** and continue to be employed in Catholic Education in 2014 without a break of service.

### **7.2 New school services officers**

Table 7.2 details the salary of school services officers who employed on a fixed term basis on or going basis **at the start of the 2014 school year** and do not have continuous service from the end of the 2013 school year.

The commencement salary of education support employee is determined by the employee's the years of experience. The applicable clause of the VCMEA is clause 40.

### **7.3 Fixed term school services officers 2014 (employed at end of 2013 school year only without break of service)**

Table 7.3 lists the salary movement of education support employees who were employed at the end of the 2013 school year on a fixed term basis and are re-employed in catholic education in the 2014 school year without a break in service.

**Table 7.1 – Salary Tracker – On-going school services officers (employed at the end of the 2013 school year)**

							Incremental Progression						No Incremental progression							
Start of 2014 School year				1 February 2014			1 May 2014			1 August 2014			1-May 2014			1-August 2014				
Level & Subdivision	Cat A	Cat B	Cat C	Cat A	Cat B	Cat C	Level & Subdivision	Cat A	Cat B	Cat C	Cat A	Cat B	Cat C	Level & Subdivision	Cat A	Cat B	Cat C	Cat A	Cat B	Cat C
SSO 1-1	\$37,335	\$34,463	\$35,899	\$37,802	\$34,894	\$36,348	SSO 1-1	\$38,000	\$35,077	\$36,538	\$38,570	\$35,603	\$37,087	SSO 1-1	\$38,000	\$35,077	\$36,538	\$38,570	\$35,603	\$37,087
SSO 1-2	\$38,445	\$35,488	\$36,966	\$38,926	\$35,932	\$37,429	SSO 1-3	\$40,161	\$37,072	\$38,616	\$40,764	\$37,628	\$39,196	SSO 1-2	\$38,926	\$35,932	\$37,429	\$39,509	\$36,470	\$37,989
SSO 1-3	\$39,666	\$36,615	\$38,140	\$40,161	\$37,072	\$38,616	SSO 1-4	\$41,287	\$38,111	\$39,699	\$41,906	\$38,682	\$40,294	SSO 1-3	\$40,161	\$37,072	\$38,616	\$40,764	\$37,628	\$39,196
SSO 1-4	\$40,778	\$37,641	\$39,210	\$41,287	\$38,111	\$39,699	SSO 1-4	\$41,287	\$38,111	\$39,699	\$41,906	\$38,682	\$40,294	SSO 1-4	\$41,287	\$38,111	\$39,699	\$41,906	\$38,682	\$40,294
SSO 2-1	\$40,250	\$37,154	\$38,702	\$40,753	\$37,618	\$39,186	SSO 2-1	\$42,000	\$38,769	\$40,385	\$42,630	\$39,351	\$40,990	SSO 2-1	\$42,000	\$38,769	\$40,385	\$42,630	\$39,351	\$40,990
SSO 2-2	\$41,402	\$38,217	\$39,810	\$41,920	\$38,695	\$40,308	SSO 2-1	\$42,000	\$38,769	\$40,385	\$42,630	\$39,351	\$40,990	SSO 2-1	\$42,000	\$38,769	\$40,385	\$42,630	\$39,351	\$40,990
SSO 2-3	\$42,816	\$39,522	\$41,169	\$43,351	\$40,016	\$41,684	SSO 2-2	\$43,488	\$40,143	\$41,815	\$44,140	\$40,745	\$42,442	SSO 2-2	\$43,488	\$40,143	\$41,815	\$44,140	\$40,745	\$42,442
SSO 2-4	\$45,108	\$41,638	\$43,373	\$45,671	\$42,158	\$43,914	SSO 2-4	\$46,463	\$42,889	\$44,676	\$47,159	\$43,531	\$45,345	SSO 2-4	\$46,463	\$42,889	\$44,676	\$47,159	\$43,531	\$45,345
SSO 2-5	\$45,926	\$42,393	\$44,160	\$46,500	\$42,923	\$44,712	SSO 2-5	\$47,950	\$44,262	\$46,106	\$48,669	\$44,925	\$46,797	SSO 2-5	\$47,950	\$44,262	\$46,106	\$48,669	\$44,925	\$46,797
SSO 3-1	\$45,052	\$41,586	\$43,319	\$48,000	\$44,308	\$46,154	SSO 3-2	\$49,275	\$45,485	\$47,380	\$50,014	\$46,167	\$48,090	SSO 3-1	\$48,000	\$44,308	\$46,154	\$48,720	\$44,972	\$46,846
SSO 3-2	\$46,921	\$43,312	\$45,116	\$49,275	\$45,485	\$47,380	SSO 3-3	\$50,550	\$46,662	\$48,606	\$51,308	\$47,361	\$49,335	SSO 3-2	\$49,275	\$45,485	\$47,380	\$50,014	\$46,167	\$48,090
SSO 3-3	\$48,845	\$45,088	\$46,966	\$50,550	\$46,662	\$48,606	SSO 3-4	\$51,825	\$47,838	\$49,832	\$52,602	\$48,556	\$50,579	SSO 3-3	\$50,550	\$46,662	\$48,606	\$51,308	\$47,361	\$49,335
SSO 3-4	\$49,948	\$46,106	\$48,027	\$51,825	\$47,838	\$49,832	SSO 3-5	\$53,100	\$49,015	\$51,058	\$53,896	\$49,750	\$51,823	SSO 3-4	\$51,825	\$47,838	\$49,832	\$52,602	\$48,556	\$50,579
SSO 4-1	\$45,902	\$42,371	\$44,137	\$52,850	\$48,785	\$50,817	SSO 4-2	\$53,858	\$49,715	\$51,787	\$54,666	\$50,461	\$52,563	SSO 4-1	\$52,850	\$48,785	\$50,817	\$53,642	\$49,516	\$51,579
SSO 4-2	\$47,776	\$44,101	\$45,938	\$53,858	\$49,715	\$51,787	SSO 4-3	\$54,866	\$50,646	\$52,756	\$55,689	\$51,405	\$53,547	SSO 4-2	\$53,858	\$49,715	\$51,787	\$54,666	\$50,461	\$52,563
SSO 4-3	\$51,093	\$47,163	\$49,128	\$54,866	\$50,646	\$52,756	SSO 4-4	\$55,874	\$51,576	\$53,725	\$56,712	\$52,350	\$54,531	SSO 4-3	\$54,866	\$50,646	\$52,756	\$55,689	\$51,405	\$53,547
SSO 4-4	\$53,767	\$49,631	\$51,699	\$55,874	\$51,576	\$53,725	SSO 4-5	\$56,882	\$52,506	\$54,694	\$57,735	\$53,294	\$55,514	SSO 4-4	\$55,874	\$51,576	\$53,725	\$56,712	\$52,350	\$54,531



**Table 7.2 – Salary Tracker – new school services officers (not employed at end of 2013)**

Years of Approved Experience	Start of 2014 School Year				1 February 2014			1 May 2014 (No increment)				1 August 2014		
	Level	Cat A	Cat B	Cat C	Cat A	Cat B	Cat C	Level	Cat A	Cat B	Cat C	Cat A	Cat B	Cat C
0	SSO 1-1	\$37,335	\$34,463	\$35,899	\$37,802	\$34,894	\$36,348	SSO 1-1	\$38,000	\$35,077	\$36,538	\$38,570	\$35,603	\$37,087
1	SSO 1-2	\$38,445	\$35,488	\$36,966	\$38,926	\$35,932	\$37,429	SSO 1-2	\$38,926	\$35,932	\$37,429	\$39,509	\$36,470	\$37,989
2	SSO 1-3	\$39,666	\$36,615	\$38,140	\$40,161	\$37,072	\$38,616	SSO 1-3	\$40,161	\$37,072	\$38,616	\$40,764	\$37,628	\$39,196
3+	SSO 1-4	\$40,778	\$37,641	\$39,210	\$41,287	\$38,111	\$39,699	SSO 1-4	\$41,287	\$38,111	\$39,699	\$41,906	\$38,682	\$40,294
0	SSO 2-1	\$40,250	\$37,154	\$38,702	\$40,753	\$37,618	\$39,186	SSO 2-1	\$42,000	\$38,769	\$40,385	\$42,630	\$39,351	\$40,990
1	SSO 2-2	\$41,402	\$38,217	\$39,810	\$41,920	\$38,695	\$40,308	SSO 2-1	\$42,000	\$38,769	\$40,385	\$42,630	\$39,351	\$40,990
2	SSO 2-3	\$42,816	\$39,522	\$41,169	\$43,351	\$40,016	\$41,684	SSO 2-2	\$43,488	\$40,143	\$41,815	\$44,140	\$40,745	\$42,442
3	SSO 2-4	\$45,108	\$41,638	\$43,373	\$45,671	\$42,158	\$43,914	SSO 2-4	\$46,463	\$42,889	\$44,676	\$47,159	\$43,531	\$45,345
4+	SSO 2-5	\$45,926	\$42,393	\$44,160	\$46,500	\$42,923	\$44,712	SSO 2-5	\$47,950	\$44,262	\$46,106	\$48,669	\$44,925	\$46,797
0	SSO 3-1	\$45,052	\$41,586	\$43,319	\$48,000	\$44,308	\$46,154	SSO 3-1	\$48,000	\$44,308	\$46,154	\$48,720	\$44,972	\$46,846
1	SSO 3-2	\$46,921	\$43,312	\$45,116	\$49,275	\$45,485	\$47,380	SSO 3-2	\$49,275	\$45,485	\$47,380	\$50,014	\$46,167	\$48,090
2	SSO 3-3	\$48,845	\$45,088	\$46,966	\$50,550	\$46,662	\$48,606	SSO 3-3	\$50,550	\$46,662	\$48,606	\$51,308	\$47,361	\$49,335
3+	SSO 3-4	\$49,948	\$46,106	\$48,027	\$51,825	\$47,838	\$49,832	SSO 3-4	\$51,825	\$47,838	\$49,832	\$52,602	\$48,556	\$50,579
0	SSO 4-1	\$45,902	\$42,371	\$44,137	\$52,850	\$48,785	\$50,817	SSO 4-1	\$52,850	\$48,785	\$50,817	\$53,642	\$49,516	\$51,579
1	SSO 4-2	\$47,776	\$44,101	\$45,938	\$53,858	\$49,715	\$51,787	SSO 4-2	\$53,858	\$49,715	\$51,787	\$54,666	\$50,461	\$52,563
2	SSO 4-3	\$51,093	\$47,163	\$49,128	\$54,866	\$50,646	\$52,756	SSO 4-3	\$54,866	\$50,646	\$52,756	\$55,689	\$51,405	\$53,547
3+	SSO 4-4	\$53,767	\$49,631	\$51,699	\$55,874	\$51,576	\$53,725	SSO 4-4	\$55,874	\$51,576	\$53,725	\$56,712	\$52,350	\$54,531

**Table 7.3 – Salary Tracker – Fixed term School Services Officers 2014 (employed at end of 2013 school year without a break of service)**

End of 2013 School Year				Start of 2014 School Year				1 February 2014			1 May 2014				1 August 2014		
Level	Cat A	Cat B	Cat C	Level	Cat A	Cat B	Cat C	Cat A	Cat B	Cat C	Level	Cat A	Cat B	Cat C	Cat A	Cat B	Cat C
SSO 1-1	\$37,335	\$34,463	\$35,899	SSO 1-2	\$38,445	\$35,488	\$36,966	\$38,926	\$35,932	\$37,429	SSO 1-2	\$38,926	\$35,932	\$37,429	\$39,509	\$36,470	\$37,989
SSO 1-2	\$38,445	\$35,488	\$36,966	SSO 1-3	\$39,666	\$36,615	\$38,140	\$40,161	\$37,072	\$38,616	SSO 1-3	\$40,161	\$37,072	\$38,616	\$40,764	\$37,628	\$39,196
SSO 1-3	\$39,666	\$36,615	\$38,140	SSO 1-4	\$40,778	\$37,641	\$39,210	\$41,287	\$38,111	\$39,699	SSO 1-4	\$41,287	\$38,111	\$39,699	\$41,906	\$38,682	\$40,294
SSO 1-4	\$40,778	\$37,641	\$39,210	SSO 1-4	\$40,778	\$37,641	\$39,210	\$41,287	\$38,111	\$39,699	SSO 1-4	\$41,287	\$38,111	\$39,699	\$41,906	\$38,682	\$40,294
SSO 2-1	\$40,250	\$37,154	\$38,702	SSO 2-2	\$41,402	\$38,217	\$39,810	\$41,920	\$38,695	\$40,308	SSO 2-1	\$42,000	\$38,769	\$40,385	\$42,630	\$39,351	\$40,990
SSO 2-2	\$41,402	\$38,217	\$39,810	SSO 2-3	\$42,816	\$39,522	\$41,169	\$43,351	\$40,016	\$41,684	SSO 2-2	\$43,488	\$40,143	\$41,815	\$44,140	\$40,745	\$42,442
SSO 2-3	\$42,816	\$39,522	\$41,169	SSO 2-4	\$45,108	\$41,638	\$43,373	\$45,671	\$42,158	\$43,914	SSO 2-4	\$46,463	\$42,889	\$44,676	\$47,159	\$43,531	\$45,345
SSO 2-4	\$45,108	\$41,638	\$43,373	SSO 2-5	\$45,926	\$42,393	\$44,160	\$46,500	\$42,923	\$44,712	SSO 2-5	\$47,950	\$44,262	\$46,106	\$48,669	\$44,925	\$46,797
SSO 2-5	\$45,926	\$42,393	\$44,160	SSO 2-5	\$45,926	\$42,393	\$44,160	\$46,500	\$42,923	\$44,712	SSO 2-5	\$47,950	\$44,262	\$46,106	\$48,669	\$44,925	\$46,797
SSO 3-1	\$45,052	\$41,586	\$43,319	SSO 3-2	\$46,921	\$43,312	\$45,116	\$49,275	\$45,485	\$47,380	SSO 3-2	\$49,275	\$45,485	\$47,380	\$50,014	\$46,167	\$48,090
SSO 3-2	\$46,921	\$43,312	\$45,116	SSO 3-3	\$48,845	\$45,088	\$46,966	\$50,550	\$46,662	\$48,606	SSO 3-3	\$50,550	\$46,662	\$48,606	\$51,308	\$47,361	\$49,335
SSO 3-3	\$48,845	\$45,088	\$46,966	SSO 3-4	\$49,948	\$46,106	\$48,027	\$51,825	\$47,838	\$49,832	SSO 3-4	\$51,825	\$47,838	\$49,832	\$52,602	\$48,556	\$50,579
SSO 3-4	\$49,948	\$46,106	\$48,027	SSO 3-4	\$49,948	\$46,106	\$48,027	\$51,825	\$47,838	\$49,832	SSO 3-4	\$51,825	\$47,838	\$49,832	\$52,602	\$48,556	\$50,579
SSO 4-1	\$45,902	\$42,371	\$44,137	SSO 4-2	\$47,776	\$44,101	\$45,938	\$53,858	\$49,715	\$51,787	SSO 4-2	\$53,858	\$49,715	\$51,787	\$54,666	\$50,461	\$52,563
SSO 4-2	\$47,776	\$44,101	\$45,938	SSO 4-3	\$51,093	\$47,163	\$49,128	\$54,866	\$50,646	\$52,756	SSO 4-3	\$54,866	\$50,646	\$52,756	\$55,689	\$51,405	\$53,547
SSO 4-3	\$51,093	\$47,163	\$49,128	SSO 4-4	\$53,767	\$49,631	\$51,699	\$55,874	\$51,576	\$53,725	SSO 4-4	\$55,874	\$51,576	\$53,725	\$56,712	\$52,350	\$54,531
SSO 4-4	\$53,767	\$49,631	\$51,699	SSO 4-4	\$53,767	\$49,631	\$51,699	\$55,874	\$51,576	\$53,725	SSO 4-4	\$55,874	\$51,576	\$53,725	\$56,712	\$52,350	\$54,531

**8. Recall arrangements – Category B education support employees and school services officers (clause 25.9 of the VCMEA)**

From the start of the 2014 school year, category B education support employees and school services officers are entitled to payment of a recall allowance for all work performed on a recall day.

In summary the arrangements are as follows:

- The recall allowance is 72.47% of the employees daily rate of pay
- Recall days only occur during the following dates for 2014 school year:
  - 7 April to 18 April 2014
  - 30 June to 11 July 2014
  - 22 September to 3 October 2014
  - 22 December 2014 to 27 January 2015
- The maximum number of recall days is 6 (pro-rata for part-time employees) during a school year.

**9. Other allowances**

**9.1 Meal Allowance (clause 47.2 of the VCMEA)**

The meal allowance is \$20 per occurrence.

**9.2 Tool Allowance (clause 47.3 of the VCMEA)**

For eligible School Services Officers, the tool allowance is 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.

**9.3 Medical support allowances (clause 47.4 of the VCMEA)**

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.

<b>First effective pay date on or after</b>	<b>Amount per annum</b>
<b>1 August 2013</b>	\$626
<b>1 February 2014</b>	\$634
<b>1 August 2014</b>	\$645

**9.4 On-call allowance – school services officer (clause 68.8 of the VCMEA)**

Where a 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.

## **10. Further Information**

If you require further information please contact the Industrial Relations Unit (03) 9267 0431 or <[ceoir@ceomelb.catholic.edu.au](mailto:ceoir@ceomelb.catholic.edu.au)>

A full copy of the *Victorian Catholic Education Multi Enterprise Agreement 2013* and the tables in this document can be found on the Catholic Education Commission of Victoria limited website at <[http://web.cecv.catholic.edu.au/vcsa/Agreement\\_2013/VCEMEA\\_2013.pdf](http://web.cecv.catholic.edu.au/vcsa/Agreement_2013/VCEMEA_2013.pdf)>