

August 2015 Salary Rates and Allowances

- All salary rates are applicable from the first full pay period commencing on or after 1 August 2015.
- Note that emergency teacher rates are applicable from 1 August 2015 and not the first full pay period commencing on or after 1 August 2015.
- For 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 (VCEMEA)* can be found on the Catholic Education Commission of Victoria limited website at <http://web.cecv.catholic.edu.au/>.
- Detailed information in relation to salaries and allowances for school staff covered by the VCEMEA has been provided in Implementation Guide for Schools – [Part 3A: Salary and Allowances 2015 School Year](#).

1. Teachers

The salaries for teachers from the first full pay period commencing on or after 1 August 2015.

Level	August 2015
T2-6	\$94,961
T2-5	\$87,785
T2-4	\$84,661
T2-3	\$81,648
T2-2	\$78,742
T2-1	\$75,940
T1-5	\$73,238
T1-4	\$70,631
T1-3	\$68,118
T1-2	\$65,694
T1-1	\$63,356

1.1 Emergency teacher rates of pay (clause 57.2 of the VCEMEA)

The rates of pay for emergency teachers from 1 August 2015.

Effective Date	Hourly Rate	Maximum Daily Rate
1 August 2015	\$48.88	\$293.30

2. Deputy Principals – Category A and B

Deputy Principal salaries and allowances from **the first full pay period commencing on or after 1 August 2015**

Enrolment	Level	Category A August 2015	Category B August 2015	Category B Allowance per annum
1500+	7-4	\$159,268	\$144,474	
	7-3	\$157,915	\$143,164	
	7-2	\$156,563	\$141,993	
	7-1	\$155,211	\$140,823	
1,101- 1,499	6-4	\$151,109	\$137,690	
	6-3	\$149,495	\$136,101	
	6-2	\$147,509	\$134,675	
	6-1	\$145,900	\$132,985	
700-1,100	5-4	\$143,713	\$130,176	\$42,391
	5-3	\$142,109	\$128,390	\$40,605
	5-2	\$140,244	\$126,616	\$38,831
	5-1	\$138,436	\$123,050	\$35,265
550-69	4-4	\$135,810	\$121,950	\$34,165
	4-3	\$134,403	\$120,828	\$33,043
	4-2	\$132,897	\$119,825	\$32,040
	4-1	\$131,491	\$118,703	\$30,918
400-549	3-4	\$130,188	\$117,923	\$30,138
	3-3	\$128,572	\$115,991	\$28,206
	3-2	\$126,969	\$115,282	\$27,497
	3-1	\$125,353	\$112,463	\$24,678
275-399	2-4	\$124,954		
	2-3	\$121,299	\$110,882	\$23,097
	2-2	\$119,545	\$108,920	\$21,135
	2-1	\$117,721	\$107,031	\$19,246
150-274	1-4	\$115,277		
	1-3	\$112,789	\$105,152	\$17,367
	1-2	\$109,882	\$103,669	\$15,884
	1-1	\$107,051	\$102,186	\$14,401

3. Primary Principals

Primary Principal salaries from the **first full pay period commencing on or after 1 August 2015**

Enrolment	Level	August 2015
700+	6-4	\$167,333
	6-3	\$164,939
	6-2	\$162,733
	6-1	\$160,149
550 - 699	5-4	\$158,246
	5-3	\$155,826
	5-2	\$153,407
	5-1	\$150,987
400 - 549	4-4	\$147,773
	4-3	\$145,900
	4-2	\$143,713
	4-1	\$141,579
275 - 399	3-4	\$140,735
	3-3	\$139,027
	3-2	\$137,320
	3-1	\$132,889
150 - 274	2-4	\$130,188
	2-3	\$128,572
	2-2	\$126,969
	2-1	\$125,353
10 - 149	1-6	\$124,954
	1-5	\$120,260
	1-4	\$117,671
	1-3	\$115,138
	1-2	\$113,945
	1-1	\$110,433

4. Education Support

Education Support Employee salaries from the **first full pay period commencing on or after 1 August 2015**

Level	Sub Division	Category A	Category B	Category C
ES1	1	\$43,643	\$40,286	\$41,964
	2	\$45,408	\$41,915	\$43,662
	3	\$47,368	\$43,724	\$45,546
	4	\$49,620	\$45,803	\$47,712
	5	\$51,036	\$47,110	\$49,073
ES2	1	\$52,194	\$48,179	\$50,187
	2	\$54,188	\$50,020	\$52,104
	3	\$55,493	\$51,224	\$53,359
	4	\$57,142	\$52,746	\$54,944
	5	\$58,791	\$54,269	\$56,530
	6	\$60,440	\$55,791	\$58,115
ES3	1	\$53,851	\$49,709	\$51,780
	2	\$55,698	\$51,414	\$53,556
	3	\$57,267	\$52,862	\$55,064
	4	\$58,831	\$54,306	\$56,568
	5	\$60,364	\$55,721	\$58,042
	6	\$63,997	\$59,074	\$61,536
	7	\$64,066	\$59,138	\$61,602
	8	\$65,570	\$60,526	\$63,048
	9	\$67,099	\$61,938	\$64,518
	10	\$70,689	\$65,251	\$67,970
	11	\$71,888	\$66,358	\$69,123
	12	\$74,419	\$68,694	\$71,557
ES4	1	\$76,000	\$70,154	\$73,077
	2	\$78,113	\$72,104	\$75,109
	3	\$80,600	\$74,400	\$77,500
	4	\$82,300	\$75,969	\$79,135
	5 (see note 2)	\$82,300	\$75,969	\$79,135
ES5	1	\$90,292	\$83,346	\$86,819
	2	\$92,638	\$85,512	\$89,075
	3	\$94,983	\$87,677	\$91,330
	4	\$97,329	\$89,842	\$93,586
	5	\$99,674	\$92,007	\$95,840

Notes

1. New appointments to ES Level 3 should commence at ES3-7 (clause 41.2(a)).
2. Employees at ES 4 – 5 will translate to ES 4 – 4 from the first full pay period on or after 1 August 2015 (see Special Arrangements for Education Support Level 4-5).

5. School Services Officers

School Services Officers salaries from **the first full pay period commencing on or after 1 August 2015**

Level	Sub Division	Category A	Category B	Category C
1	1	\$40,500	\$37,385	\$38,942
	2	\$42,054	\$38,819	\$40,437
	3	\$43,607	\$40,253	\$41,930
	4	\$45,161	\$41,687	\$43,424
2	1	\$46,169	\$42,618	\$44,393
	2	\$47,119	\$43,494	\$45,307
	3	\$48,068	\$44,370	\$46,219
	4	\$49,018	\$45,247	\$47,133
	5	\$49,967	\$46,123	\$48,045
3	1	\$50,019	\$46,171	\$48,095
	2	\$51,348	\$47,398	\$49,373
	3	\$52,677	\$48,625	\$50,651
	4	\$54,005	\$49,851	\$51,928
	5	\$55,334	\$51,078	\$53,206
4	1	\$55,073	\$50,837	\$52,955
	2	\$56,124	\$51,807	\$53,965
	3	\$57,174	\$52,776	\$54,975
	4	\$58,225	\$53,746	\$55,986
	5	\$59,275	\$54,715	\$56,995

6. Allowances

6.1 Positions of Leadership (clause 58 of the VCEMEA)

The following POL allowance rates are effective from the first full pay period on or after 1 August 2015.

POL 4	POL 3	POL 2	POL 1
\$10,481	\$7,752	\$5,094	\$2,512

6.2 Medical Support Allowance (clause 47.4 of the VCEMEA)

The Medical support allowance allowances from the first full pay period on or after 1 August 2015 is \$665 per annum.

6.3 Meal Allowance (clause 47.2 of the VCEMEA)

The meal allowance is \$20 per occurrence.

6.4 Tool Allowance (clause 47.3 of the VCEMEA)

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.

6.5 On-call allowance – school services officer (clause 68.8 of the VCEMEA)

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.

6.6 Recall Allowances (clause 25.9 of the VCMEA)

Education Support (Category B) from the first full pay period commencing on or after 1 August 2015

Level	Sub Division	Recall rate per day	Recall rate per hour
ES1	1	\$111.90	\$14.72
	2	\$116.43	\$15.32
	3	\$121.45	\$15.98
	4	\$127.23	\$16.74
	5	\$130.86	\$17.22
ES2	1	\$133.83	\$17.61
	2	\$138.94	\$18.28
	3	\$142.28	\$18.72
	4	\$146.51	\$19.28
	5	\$150.74	\$19.83
	6	\$154.97	\$20.39
ES3	1	\$138.08	\$18.17
	2	\$142.81	\$18.79
	3	\$146.83	\$19.32
	4	\$150.85	\$19.85
	5	\$154.78	\$20.37
	6	\$164.09	\$21.59
	7	\$164.27	\$21.61
	8	\$168.12	\$22.12
	9	\$172.04	\$22.64
	10	\$181.25	\$23.85
	11	\$184.32	\$24.25
	12	\$190.81	\$25.11
ES4	1	\$194.87	\$25.64
	2	\$200.28	\$26.35
	3	\$206.66	\$27.19
	4	\$211.02	\$27.77
	5	\$219.52	\$28.88
ES5	1	\$231.51	\$30.46
	2	\$237.53	\$31.25
	3	\$243.54	\$32.04
	4	\$249.55	\$32.84
	5	\$255.57	\$33.63

6.7 Recall Allowance (clause 25.9 of the VCEMEA)

School Services Officers (Category B) from the first full pay period commencing on or after 1 August 2015

Level	Sub Division	Recall rate per day	Recall rate per hour
1	1	\$103.83	\$13.66
	2	\$107.81	\$14.19
	3	\$111.79	\$14.71
	4	\$115.78	\$15.24
2	1	\$118.36	\$15.58
	2	\$120.79	\$15.90
	3	\$123.23	\$16.22
	4	\$125.66	\$16.54
	5	\$128.10	\$16.86
3	1	\$128.23	\$16.87
	2	\$131.64	\$17.32
	3	\$135.04	\$17.77
	4	\$138.45	\$18.22
	5	\$141.86	\$18.67
4	1	\$141.19	\$18.58
	2	\$143.88	\$18.93
	3	\$146.57	\$19.29
	4	\$149.27	\$19.64
	5	\$151.96	\$20.00