

## August 2014 Salary Rates and Allowances

- All salary rates are applicable from the first full pay period commencing on or after **1 August 2014**.
- Note that emergency teacher rates are applicable from **1 August 2014** and **not** the first full pay period commencing on or after 1 August 2014.
- For further information please contact the Industrial Relations Unit on 03 9267 0431 or via email [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 Ltd (CECV) website at <http://web.cecv.catholic.edu.au/> under *Industrial Relations / 2013 Agreement*.

### 1. Teachers

- 1.1 The salaries for teachers from the first full pay period commencing on or after **1 August 2014**.

Level	August 2014
T2-6	\$91,276
T2-5	\$81,375
T2-4	\$78,759
T2-3	\$76,227
T2-2	\$73,554
T2-1	\$71,299
T1-5	\$69,114
T1-4	\$66,997
T1-3	\$65,100
T1-2	\$61,851
T1-1	\$61,199

- 1.2 The rates of pay for emergency teachers from **1 August 2014**.

Effective Date	Hourly Rate	Maximum Daily Rate
1 August 2014	\$47.22	\$283.30

## 2. Deputy Principals

2.1 Category A deputy principal salaries from the first full pay period commencing on or after **1 August 2014**.

<b>Enrolment</b>	<b>Level</b>	<b>August 2014</b>
<b>1500+</b>	7-4	\$147,493
	7-3	\$146,241
	7-2	\$144,988
	7-1	\$143,736
<b>1,101-1,499</b>	6-4	\$139,938
	6-3	\$138,443
	6-2	\$136,847
	6-1	\$135,354
<b>700-1,100</b>	5-4	\$133,530
	5-3	\$132,040
	5-2	\$130,478
	5-1	\$128,932
<b>550-699</b>	4-4	\$126,378
	4-3	\$125,068
	4-2	\$123,731
	4-1	\$122,422
<b>400-549</b>	3-4	\$121,238
	3-3	\$119,734
	3-2	\$118,233
	3-1	\$116,728
<b>275-399</b>	2-4	\$116,357
	2-3	\$114,106
	2-2	\$112,377
	2-1	\$110,663
<b>150-274</b>	1-4	\$108,057
	1-3	\$105,462
	1-2	\$102,966
	1-1	\$100,494

2.2 Category B deputy principal salaries from the first full pay period commencing on or after **1 August 2014**.

<b>Enrolment</b>	<b>Level</b>	<b>August 2014</b>
<b>1500+</b>	7-4	\$135,483
	7-3	\$134,298
	7-2	\$133,200
	7-1	\$132,102
<b>1,101-1,499</b>	6-4	\$128,238
	6-3	\$126,757
	6-2	\$125,322
	6-1	\$123,813
<b>700-1,100</b>	5-4	\$121,227
	5-3	\$119,564
	5-2	\$117,905
	5-1	\$115,753
<b>550-699</b>	4-4	\$114,719
	4-3	\$113,664
	4-2	\$112,641
	4-1	\$111,586
<b>400-549</b>	3-4	\$110,853
	3-3	\$108,924
	3-2	\$107,329
	3-1	\$105,157
<b>275-399</b>	2-3	\$103,678
	2-2	\$102,066
	2-1	\$100,474
<b>150-274</b>	1-3	\$98,711
	1-2	\$97,319
	1-1	\$95,926

2.3 Category B deputy principal allowances from the first full pay period commencing on or after **1 August 2014**.

<b>Enrolment</b>	<b>Level</b>	<b>Allowance per annum</b>
<b>700–1,100</b>	5–4	\$39,852
	5–3	\$38,189
	5–2	\$36,530
	5–1	\$34,378
<b>550–699</b>	4–4	\$33,344
	4–3	\$32,289
	4–2	\$31,266
	4–1	\$30,211
<b>400–549</b>	3–4	\$29,478
	3–3	\$27,549
	3–2	\$25,954
	3–1	\$23,782
<b>275–399</b>	2–3	\$22,303
	2–2	\$20,691
	2–1	\$19,099
<b>150–274</b>	1–3	\$17,336
	1–2	\$15,944
	1–1	\$14,551

**3. Primary Principals**

Primary principals salaries from the first full pay period commencing on or after **1 August 2014**.

<b>Enrolment</b>	<b>Level</b>	<b>August 2014</b>
<b>700+</b>	6-4	\$155,460
	6-3	\$153,357
	6-2	\$151,305
	6-1	\$149,150
<b>550-699</b>	5-4	\$147,054
	5-3	\$144,348
	5-2	\$142,484
	5-1	\$139,938
<b>400-549</b>	4-4	\$137,092
	4-3	\$135,354
	4-2	\$133,530
	4-1	\$131,720
<b>275-399</b>	3-4	\$130,935
	3-3	\$128,932
	3-2	\$126,378
	3-1	\$123,724
<b>150-274</b>	2-4	\$121,238
	2-3	\$119,734
	2-2	\$118,233
	2-1	\$116,728
<b>10-149</b>	1-7	\$116,357
	1-6	\$113,128
	1-5	\$110,616
	1-4	\$108,123
	1-3	\$106,084
	1-2	\$103,259
	1-1	\$100,567

**4. Education Support Employees**

Education support employee salaries from the first full pay period commencing on or after **1 August 2014**.

Level	Sub Division	Category A	Category B	Category C
ES1	1	\$42,024	\$38,791	\$40,408
	2	\$42,509	\$39,239	\$40,874
	3	\$44,227	\$40,825	\$42,526
	4	\$46,138	\$42,589	\$44,363
	5	\$47,819	\$44,141	\$45,980
	6	\$49,710	\$45,886	\$47,798
ES2	1	\$49,232	\$45,445	\$47,338
	2	\$50,838	\$46,927	\$48,883
	3	\$52,780	\$48,720	\$50,750
	4	\$54,051	\$49,893	\$51,972
	5	\$55,657	\$51,376	\$53,516
	6	\$57,263	\$52,858	\$55,061
	7	\$58,870	\$54,342	\$56,606
ES3	1	\$51,659	\$47,685	\$49,672
	2	\$52,451	\$48,416	\$50,434
	3	\$54,251	\$50,078	\$52,164
	4	\$55,779	\$51,488	\$53,634
	5	\$57,302	\$52,894	\$55,098
	6	\$58,796	\$54,273	\$56,535
	7	\$62,334	\$57,539	\$59,937
	8	\$62,401	\$57,601	\$60,001
	9	\$63,866	\$58,953	\$61,410
	10	\$65,355	\$60,328	\$62,841
	11	\$68,852	\$63,556	\$66,204

**NB:** Level 3–8 is the commencement salary for new Education Support Level 3 Employees.

Level	Sub Division	Category A	Category B	Category C
	12	\$70,391	\$64,976	\$67,684
<b>ES4</b>	1	\$68,546	\$63,273	\$65,910
	2	\$74,208	\$68,500	\$71,354
	3	\$76,272	\$70,405	\$73,338
	4	\$78,700	\$72,646	\$75,673
	5	\$79,014	\$72,936	\$75,975
<b>ES5</b>	1	\$87,728	\$80,980	\$84,354
	2	\$90,007	\$83,083	\$86,545
	3	\$92,286	\$85,187	\$88,737
	4	\$94,565	\$87,291	\$90,928
	5	\$96,844	\$89,394	\$93,119

**5. School Services Officers**

School services officer salaries from the first full pay period commencing on or after **1 August 2014**.

Level	Sub Division	Category A	Category B	Category C
1	1	\$38,570	\$35,603	\$37,087
	2	\$39,509	\$36,470	\$37,989
	3	\$40,764	\$37,628	\$39,196
	4	\$41,906	\$38,682	\$40,294
2	1	\$42,630	\$39,351	\$40,990
	2	\$44,140	\$40,745	\$42,442
	3	\$45,649	\$42,138	\$43,893
	4	\$47,159	\$43,531	\$45,345
	5	\$48,669	\$44,925	\$46,797
3	1	\$48,720	\$44,972	\$46,846
	2	\$50,014	\$46,167	\$48,090
	3	\$51,308	\$47,361	\$49,335
	4	\$52,602	\$48,556	\$50,579
	5	\$53,896	\$49,750	\$51,823
4	1	\$53,642	\$49,516	\$51,579
	2	\$54,666	\$50,461	\$52,563
	3	\$55,689	\$51,405	\$53,547
	4	\$56,712	\$52,350	\$54,531
	5	\$57,735	\$53,294	\$55,514



**6. Allowances**

6.1 Positions of leadership from the first full pay period commencing on or after **1 August 2014**.

<b>POL 4</b>	<b>POL 3</b>	<b>POL 2</b>	<b>POL 1</b>
\$9,791	\$7,241	\$4,759	\$2,346

6.2 Medical support allowance  
The medical support allowance from the first full pay period on or after **1 August 2014** is \$645 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 for a tradesperson (non-carpenter or joiner)
- (ii) weekly allowance to \$33 per week for a 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 allowance – category B education support (clause 25.9 of the VCMEA) from the first full pay period commencing on or after **1 August 2014**.

Level	Sub Division	Recall rate per day	Recall rate per hour
ES1	1	\$107.75	\$14.18
	2	\$108.99	\$14.34
	3	\$113.40	\$14.92
	4	\$118.30	\$15.57
	5	\$122.61	\$16.13
	6	\$127.46	\$16.77
ES2	1	\$126.23	\$16.61
	2	\$130.35	\$17.15
	3	\$135.33	\$17.81
	4	\$138.59	\$18.24
	5	\$142.71	\$18.78
	6	\$146.82	\$19.32
	7	\$150.94	\$19.86
ES3	1	\$132.45	\$17.43
	2	\$134.49	\$17.70
	3	\$139.10	\$18.30
	4	\$143.02	\$18.82
	5	\$146.92	\$19.33
	6	\$150.75	\$19.84
	7	\$159.83	\$21.03
	8	\$160.00	\$21.05
	9	\$163.75	\$21.55
	10	\$167.57	\$22.05
	11	\$176.54	\$23.23
	12	\$180.48	\$23.75
ES4	1	\$175.75	\$23.13

Level	Sub Division	Recall rate per day	Recall rate per hour
	2	\$190.27	\$25.04
	3	\$195.56	\$25.73
	4	\$201.79	\$26.55
	5	\$202.59	\$26.66
	1	\$224.94	\$29.60
ES5	2	\$230.78	\$30.37
	3	\$236.62	\$31.13
	4	\$242.47	\$31.90
	5	\$248.31	\$32.67

6.7 Recall allowance – category B school services officers from the first full pay period commencing on or after **1 August 2014**.

Level	Sub Division	Recall rate per day	Recall rate per hour
1	1	\$98.88	\$13.01
	2	\$101.29	\$13.33
	3	\$104.50	\$13.75
	4	\$107.43	\$14.14
2	1	\$109.29	\$14.38
	2	\$113.16	\$14.89
	3	\$117.03	\$15.40
	4	\$120.90	\$15.91
	5	\$124.77	\$16.42
3	1	\$124.90	\$16.44
	2	\$128.22	\$16.87
	3	\$131.53	\$17.31
	4	\$134.85	\$17.75
	5	\$138.17	\$18.18
4	1	\$137.52	\$18.10
	2	\$140.14	\$18.44
	3	\$142.77	\$18.79
	4	\$145.39	\$19.13
	5	\$148.01	\$19.48