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27 January 2012

CIRCULAR TO PARISH PRIESTS, LEADERS OF RELIGIOUS CONGREGATIONS, PRINCIPALS OF CATHOLIC SCHOOLS IN VICTORIA

INTERIM SALARY INCREASE SCHOOL STAFF – JANUARY 2012

MAIN POINTS

- The *Victorian Catholic Education Multi Employer Agreement 2008* (VCEMEA) reached its nominal expiry date on 31 December 2011. No agreement has been reached at this time with the Union for a successor agreement.
- The Memorandum of Understanding between the Catholic Education Commission of Victoria Ltd (CECV), the Directors of Catholic Education and the union states that:

Provided that, in the event a successor Agreement is not agreed by 31 December 2011, there will be a guaranteed salary increase for staff covered by the Multi Employer Agreement consistent with any salary increase in Victorian Government schools effective from the first pay period on or after 1 January 2012.
- The Department of Education and Early Childhood Development (DEECD) have also not reached agreement with the Australian Education Union in relation to a new enterprise agreement. The DEECD have increased the salaries for principals, deputy principals, teachers and emergency teachers from the first pay period commencing on or after 1 January 2012.
- The CECV has decided to increase the rates for all staff in Victorian Catholic schools covered by the VCEMEA consistent with the increase made by the DEECD.
- The salary rates and allowances applicable in Victorian Catholic schools effective from the first pay period on or after 1 January 2012 are attached. These rates reflect the new salary rates for Graduate, Accomplished and Expert Teachers in the DEECD. For all other staff covered by the VCEMEA, the new salary rates have been increased by 2.75%. In addition, the salary based allowances have also been increased by 2.75%.
- All other provisions of the VCEMEA continue to operate until a new agreement has been made.

CRITICAL DATES

- The effective date for the new rates is the first pay period on or after 1 January 2012.

ACTIONS REQUIRED

- Principals should ensure that salaries and allowances where applicable are increased in accordance with the new rates.
- Where applicable back pay for school holiday pay should be made to give effect to the new rates.

ADDITIONAL INFORMATION

- Further information on salary rates and allowances is available for the CECV website <<http://web.cecv.catholic.edu.au>> under Industrial Relations/Rates of Pay.

CONTACT/ENQUIRIES

- For further information please contact the Industrial Relation Unit on (03) 9267 0431.

A handwritten signature in black ink, appearing to read 'Stephen Elder', written in a cursive style.

Stephen Elder
EXECUTIVE DIRECTOR

Enc. 2012 Salary and Allowances Victorian Catholic Schools



2012 Salary and Allowances

Victorian Catholic Schools

Effective from the first pay period on or after 1 January 2012

1. Registered and Non Registered Teachers

Effective from the first pay period on or after 1 January 2012.

Level	Salary per annum
G-1	\$56,985
G-2	\$58,609
A-1	\$61,997
A-2	\$63,764
A-3	\$65,582
A-4	\$67,451
A-5	\$69,373
E-1	\$71,870
E-2	\$74,099
E-3	\$76,396
E-4	\$84,056

The weekly rate is determined by dividing the annual rate by 52.18.

Graduate Payment (see clause 1.5 of Appendix 2 of the *Victorian Catholic Education Multi Employer Agreement 2008*)

Commencement on or before	2012
1 January	\$0
1 February	\$406
1 March	\$271
1 April	\$135

The Graduate Payment is not made until 1 May 2012.

2. Deputy Principals

2A Annual Salaries

Effective from the first pay period on or after 1 January 2012.

Enrolment	Level	Salary per annum Cat A	Salary per annum Cat B
1500+	1-4		\$126,430
	1-3	\$138,812	\$124,012
	1-2	\$136,357	\$121,592
	1-1	\$133,947	\$120,950
1,101-1,499	2-3	\$131,553	\$120,950
	2-2	\$129,010	\$119,173
	2-1	\$126,543	\$116,754
700-1,100	3-4		\$114,336
	3-3	\$124,074	\$111,916
	3-2	\$123,418	\$109,497
	3-1	\$121,605	\$107,079
550-699	4-3	\$119,137	\$107,079
	4-2	\$116,670	\$104,659
	4-1	\$114,200	\$103,588
400-549	5-4	\$114,200	\$103,588
	5-3	\$111,731	\$102,168
	5-2	\$109,263	\$99,822
	5-1	\$106,795	\$97,402
275-399	6-5	\$108,953	
	6-4	\$106,795	
	6-3	\$105,703	\$97,402
	6-2	\$101,858	\$94,982
	6-1	\$99,389	\$92,562
150-274	7-4	\$101,896	
	7-3	\$99,389	\$92,363
	7-2	\$96,921	\$91,589
	7-1	\$94,452	\$90,884

The weekly rate is determined by dividing the annual rate by 52.18.

2B. Primary Deputy Principal Allowances

Effective from the first pay period on or after 1 January 2012.

ENROLMENT	LEVEL	Allowance per Annum
700-1,100	3-4	\$37,940
	3-3	\$35,522
	3-2	\$33,102
	3-1	\$30,683
550-699	4-3	\$30,683
	4-2	\$28,263
	4-1	\$27,194
400-549	5-4	\$27,194
	5-3	\$25,774
	5-2	\$23,426
	5-1	\$21,007
275-399	6-3	\$21,007
	6-2	\$18,586
	6-1	\$16,168
150-274	7-3	\$15,968
	7-2	\$15,195
	7-1	\$14,490

The weekly rate is determined by dividing the annual rate by 52.18.

3. Allowances

3A School Adviser Allowance (CEO)

Effective from the first pay period on or after 1 January 2012.

Allowance	Annual Amount
A	\$6,829
B	\$9,234

3B Medical Support Allowance (SO)

Effective from the first pay period on or after 1 January 2012.

Allowance	Annual Amount (full time)
Medical Support Allowance	\$610

3C Tool Allowance (SSO)

Effective from the first pay period on or after 1 January 2012.

Allowance	Amount per week
Tool Allowance	\$13

3D Meal Allowance (SSO)

Effective from the first pay period on or after 1 January 2012.

Allowance	Amount per occurrence
Meal Allowance	\$15

3E On-Call Allowance (SSO)

Effective from the first pay period on or after 1 January 2012.

Allowance	Amount per Occurrence
Monday to Friday	\$11.82
Saturday and Sunday	\$23.53

3F Placed Teacher Allowance (CEO)

Effective from the first pay period on or after 1 January 2012.

Allowance	Amount per Annum
Placed Teacher Allowance	\$4,620
Placed Teacher – Category A Allowance	\$1,724

The weekly rate is determined by dividing the annual rate by 52.18.

3G Visiting Teacher Allowance (CEO)

Effective from the first pay period on or after 1 January 2012.

Allowance	Amount per Annum
Visiting Teacher Allowance	\$4,620

The weekly rate is determined by dividing the annual rate by 52.18.

3H Positions of Leadership Allowances

Effective from the first pay period on or after 1 January 2012.

Allowance Level	Amount per Annum
POL 1	\$2,213
POL 2	\$4,488
POL 3	\$6,829
POL4	\$9,234

The weekly rate is determined by dividing the annual rate by 52.18.

4. Emergency Teachers

Effective from the first pay period on or after 1 January 2012.

Emergency Teacher	Amount
Per Hour	\$42.16
Per Day	\$252.85

5. School Officers

Effective from the first pay period on or after 1 January 2012.

Level	Sub division	Category A Per Annum	Category B Per Annum	Category C Per Annum
1	1	\$34,761	\$32,087	\$33,424
2	2	\$38,964	\$35,967	\$37,465
	3	\$40,007	\$36,930	\$38,468
	4	\$41,039	\$37,882	\$39,461
	5	\$42,164	\$38,921	\$40,542
	6	\$43,924	\$40,545	\$42,235
	7	\$45,523	\$42,021	\$43,772
3	5	\$42,164	\$38,921	\$40,542
	6	\$43,924	\$40,545	\$42,235
	7	\$45,523	\$42,021	\$43,772
	8	\$46,869	\$43,264	\$45,066
	9	\$48,208	\$44,500	\$46,354
	10	\$49,180	\$45,397	\$47,288
4	8	\$46,869	\$43,264	\$45,066
	9	\$48,208	\$44,500	\$46,354
	10	\$49,180	\$45,397	\$47,288
	11	\$49,934	\$46,093	\$48,013
	12	\$51,393	\$47,440	\$49,416
	13	\$52,840	\$48,775	\$50,808
5	9	\$48,208	\$44,500	\$46,354
	10	\$49,180	\$45,397	\$47,288
	11	\$49,934	\$46,093	\$48,013
	12	\$51,393	\$47,440	\$49,416
	13	\$52,840	\$48,775	\$50,808
	14	\$54,283	\$50,107	\$52,195
	15	\$55,698	\$51,414	\$53,556
	16	\$59,051	\$54,509	\$56,780
6	16	\$59,051	\$54,509	\$56,780
	17	\$60,501	\$55,847	\$58,174
	18	\$61,912	\$57,150	\$59,531
	19	\$65,224	\$60,207	\$62,715
	20	\$66,682	\$61,553	\$64,117
7	18	\$61,912	\$57,150	\$59,531
	19	\$65,224	\$60,207	\$62,715
	20	\$66,682	\$61,553	\$64,117
	21	\$68,135	\$62,894	\$65,514
	22	\$72,080	\$66,535	\$69,308
	23	\$73,920	\$68,234	\$71,077
	24	\$75,767	\$69,939	\$72,853

The weekly rate is determined by dividing the annual rate by 52.18.

6. Education Officers

6A Education Officer Salary

Effective from the first pay period on or after 1 January 2012.

Sub Division	Salary per annum
1	\$82,761
2	\$91,061
3	\$93,457
4	\$95,923
5	\$98,459

The weekly rate is determined by dividing the annual rate by 52.18.

6B Education Officer Allowance

Effective from the first pay period on or after 1 January 2012.

Allowance	Amount per annum
1	\$2,532
2	\$5,001
3	\$7,958

The weekly rate is determined by dividing the annual rate by 52.18.

7. Principals Primary Schools

Effective from the first pay period on or after 1 January 2012.

Enrolment	Level	Salary per annum
700+	1-4	\$146,443
	1-3	\$143,854
	1-2	\$141,311
	1-1	\$136,358
550 -699	2-5	\$138,812
	2-4	\$136,357
	2-3	\$133,947
	2-2	\$131,553
	2-1	\$129,394
400-549	3-4	\$129,010
	3-3	\$126,543
	3-2	\$124,074
	3-1	\$121,605
275-399	4-5	\$123,418
	4-4	\$121,605
	4-3	\$119,137
	4-2	\$116,670
	4-1	\$114,199
150-274	5-4	\$114,200
	5-3	\$111,731
	5-2	\$109,263
	5-1	\$106,796
80-149	6-5	\$107,183
	6-4	\$105,703
	6-3	\$101,858
	6-2	\$99,389
	6-1	\$96,921
20-79	7-5	\$101,859
	7-4	\$100,579
	7-3	\$99,389
	7-2	\$96,921
	7-1	\$94,453

The weekly rate is determined by dividing the annual rate by 52.18.

8. Catholic Education Office Clerical Employees

Effective from the first pay period on or after 1 January 2012.

Level	Sub Division	2012Salary
1	1	\$38,622
	2	\$39,808
	3	\$40,981
	4	\$42,164
2	1	\$43,926
	2	\$45,524
	3	\$46,868
	4	\$48,209
3	1	\$49,180
	2	\$49,934
	3	\$51,395
	4	\$52,840
	5	\$54,283
	6	\$55,699
4	1	\$55,699
	2	\$59,054
	3	\$60,501
	4	\$61,903
5		\$66,282
6		\$70,102
7		\$73,925
8		\$77,953

The weekly rate is determined by dividing the annual rate by 52.18.

9. Psychologists (Education) (CEO)

Effective from the first pay period on or after 1 January 2012.

Grade	Salary per annum
1	\$84,056
2	\$88,676

The weekly rate is determined by dividing the annual rate by 52.18.

10. Speech Pathologists

Effective from the first pay period on or after 1 January 2012.

Grade	Sub Division	Salary per annum
1	1	\$58,254
	2	\$60,118
	3	\$60,647
2	1	\$63,039
	2	\$64,236
	3	\$66,629
	4	\$67,825
3	1	\$69,155
	2	\$70,707
	3	\$72,258
	4	\$73,808
4	1	\$84,056
	2	\$85,725
	3	\$87,006
	4	\$88,676

The weekly rate is determined by dividing the annual rate by 52.18.

11. School Services Officers

Effective from the first pay period on or after 1 January 2012.

Level	Sub Division	Category A Per Annum	Category B Per Annum	Category C Per Annum
2	1	\$36,527	\$33,717	\$35,122
	2	\$37,613	\$34,720	\$36,166
	3	\$38,807	\$35,822	\$37,314
	4	\$39,895	\$36,826	\$38,361
3	1	\$39,379	\$36,350	\$37,864
	2	\$40,506	\$37,390	\$38,948
	3	\$41,889	\$38,667	\$40,278
	4	\$44,131	\$40,736	\$42,434
4	1	\$44,077	\$40,686	\$42,382
	2	\$45,905	\$42,374	\$44,139
	3	\$47,788	\$44,112	\$45,950
	4	\$48,867	\$45,108	\$46,988
5	1	\$44,908	\$41,454	\$43,181
	2	\$46,742	\$43,146	\$44,944
	3	\$49,987	\$46,142	\$48,064
	4	\$52,344	\$48,318	\$50,331

The weekly rate is determined by dividing the annual rate by 52.18.