



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

## **Implementation Guide for Schools**

### **Part 3A: Salary and Allowances 2015 School Year**

## 1. Overview

This guide provides detailed salary information for the 2015 school year in relation to school staff covered by the *Victorian Catholic Education Multi Enterprise Agreement 2013 (VCEMEA)*.

During the 2015 school year:

- there are two salary increases effective from the first full pay periods on or after 1 February and 1 August 2015
- there are some changes to classification structures for Education Support employees from 1 May 2015 which may alter classification level and incremental progression
- there are special arrangements for the 2015 school year for fixed term education support employees and school services officers who are re-appointed at the start of the 2015 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 2015 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. The salary trackers are designed to be followed horizontally.

If an employee has completed 6 months or more of service in an incremental cycle (regardless of the subdivision on which the employee is placed), the 'increment 1 May 2015' should be implemented. The 'No increment 1 May 2015' column should be used for employees with less than 6 months of service in an incremental cycle except for fixed term employees. Specific tables have been created for fixed term employees.

In addition, information is also provided in relation to applicable allowances during the 2015 school year.

## 2. Teacher salary rates 2015

In the 2015 school year there are no changes to the classification structure for Teachers. There are two salary increases during the 2015 school year as follows:

- An increase from the first full pay period on or after 1 February 2015
- An increase from the first full pay period on or after 1 August 2015.

### 2.1 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* has been updated to incorporate the classification changes in the VCEMEA and the requirement for 6 months of experience from 1 May 2013 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 2014 school year and who are re-appointed for the 2015 school year will increment to the next salary level (provided that the Teacher has 6 months of experience between 1 May 2014 and 30 April 2015) at the commencement of the new fixed term contract. There is no requirement to increment these Teachers on 1 May 2015.

## 2.2 On-going and Fixed Term Teachers

The applicable rates for the 2015 school year are set out in the following table.

**Table 2.1 – 2015 Salary tracker Teachers – 2015 school year**

			Increment May 2015			No Increment May 2015		
Level	August 2014	February 2015	Level	May 2015	August 2015	Level	May 2015	August 2015
T2-6	\$91,276	\$93,558	T2-6	\$93,558	\$94,961	T2-6	\$93,558	\$94,961
T2-5	\$81,375	\$81,776	T2-6	\$93,558	\$94,961	T2-5	\$81,776	\$87,785
T2-4	\$78,759	\$79,128	T2-5	\$81,776	\$87,785	T2-4	\$79,128	\$84,661
T2-3	\$76,227	\$76,565	T2-4	\$79,128	\$84,661	T2-3	\$76,565	\$81,648
T2-2	\$73,554	\$73,878	T2-3	\$76,565	\$81,648	T2-2	\$73,878	\$78,742
T2-1	\$71,299	\$71,589	T2-2	\$73,878	\$78,742	T2-1	\$71,589	\$75,940
T1-5	\$69,114	\$69,372	T2-1	\$71,589	\$75,940	T1-5	\$69,372	\$73,238
T1-4	\$66,997	\$67,224	T1-5	\$69,372	\$73,238	T1-4	\$67,224	\$70,631
T1-3	\$65,100	\$65,289	T1-4	\$67,224	\$70,631	T1-3	\$65,289	\$68,118
T1-2	\$61,851	\$62,091	T1-3	\$65,289	\$68,118	T1-2	\$62,091	\$65,694
T1-1	\$61,199	\$61,334	T1-2	\$62,091	\$65,694	T1-1	\$61,334	\$63,356

## 2.3 Emergency Teacher rates of pay

The rates of pay for Emergency Teachers that should apply for the 2015 school year are as follows:

Effective date	Hourly Rate	Maximum Daily rate
1 August 2014	\$47.22	\$283.30
1 February 2015	\$47.32	\$283.90
1 August 2015	\$48.88	\$293.30

Emergency Teachers are entitled to:

- (i) shall be paid for three hours of work for the first three hours of work or part thereof. This payment should be made in circumstances where the emergency teacher is employed for less than three hours
- (ii) superannuation contributions for each engagement.

## 2.4 Graduate Teacher payment

A Graduate Teacher who commences employment at subdivision T 1 – 1 prior to 1 May 2014 shall be paid a lump sum on progression to subdivision T 1 – 2 in May 2015. 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 November 2013 and 1 December 2013	\$298
Between 2 December 2013 and 1 January 2014	\$244
Between 2 January 2014 and 1 February 2014	\$189
Between 2 February 2014 and 1 March 2014	\$126
Between 2 March 2014 and 1 April 2014	\$63

The lump sum payment should be made in the first full pay period on or after 1 May 2015.

### 3. Positions of Leadership (POL)

#### 3.1 POL allowances

The following table sets out the POL rates for the 2015 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 2014</b>	\$2,346	\$4,759	\$7,241	\$9,791
<b>1 February 2015</b>	\$2,357	\$4,780	\$7,273	\$9,834
<b>1 August 2015</b>	\$2,512	\$5,094	\$7,752	\$10,481

#### 3.2 POL pool

For the 2015 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	\$78
Primary – less than 150	\$110
Secondary	\$115

The amount per student which will apply for 2015 takes account of the increases to POL allowances during the 2015 school year and therefore there is no requirement to change the POL pool during the 2015 school year.

### 4. Deputy Principals

For both Category A and Category B Deputy Principals:

- The salary rates will be increased from the first full pay periods on or after 1 February and 1 August 2015
- 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 – 2015 salary tracker

The following table sets out the salary level, sub-division and salary for Category A Deputy Principals for the 2015 school year.

**Table 4.1 – 2015 Salary tracker – Deputy Principals (Category A)**

Enrolment	August 2014		February 2015		Increment 1 May 2015		No Increment 1 May 2015			
	Sub Division	Salary	Sub Division	Salary	May 2015		May 2015		August 2015	
					Sub Division	Salary	Sub Division	Salary		
1,500 +	7-4	\$147,493	7-4	\$149,848	7-4	\$149,848		7-4	\$149,848	\$159,268
	7-3	\$146,241	7-3	\$148,576	7-4	\$149,848	\$159,268	7-3	\$148,576	\$157,915
	7-2	\$144,988	7-2	\$147,304	7-3	\$148,576	\$157,915	7-2	\$147,304	\$156,563
	7-1	\$143,736	7-1	\$146,031	7-2	\$147,304	\$156,563	7-1	\$146,031	\$155,211
1,101 – 1,499	6-4	\$139,938	6-4	\$142,172	6-4	\$142,172	\$151,109	6-4	\$142,172	\$151,109
	6-3	\$138,443	6-3	\$140,654	6-4	\$142,172	\$151,109	6-3	\$140,654	\$149,495
	6-2	\$136,847	6-2	\$138,979	6-3	\$140,654	\$149,495	6-2	\$138,979	\$147,509
	6-1	\$135,354	6-1	\$137,463	6-2	\$138,979	\$147,509	6-1	\$137,463	\$145,900
700 – 1,100	5-4	\$133,530	5-4	\$135,567	5-4	\$135,567	\$143,713	5-4	\$135,567	\$143,713
	5-3	\$132,040	5-3	\$134,054	5-4	\$135,567	\$143,713	5-3	\$134,054	\$142,109
	5-2	\$130,478	5-2	\$132,430	5-3	\$134,054	\$142,109	5-2	\$132,430	\$140,244
	5-1	\$128,932	5-1	\$130,833	5-2	\$132,430	\$140,244	5-1	\$130,833	\$138,436
550 – 699	4-4	\$126,378	4-4	\$128,264	4-4	\$128,264	\$135,810	4-4	\$128,264	\$135,810
	4-3	\$125,068	4-3	\$126,935	4-4	\$128,264	\$135,810	4-3	\$126,935	\$134,403
	4-2	\$123,731	4-2	\$125,565	4-3	\$126,935	\$134,403	4-2	\$125,565	\$132,897
	4-1	\$122,422	4-1	\$124,236	4-2	\$125,565	\$132,897	4-1	\$124,236	\$131,491
400 – 549	3-4	\$121,238	3-4	\$123,028	3-4	\$123,028	\$130,188	3-4	\$123,028	\$130,188
	3-3	\$119,734	3-3	\$121,502	3-4	\$123,028	\$130,188	3-3	\$121,502	\$128,572
	3-2	\$118,233	3-2	\$119,980	3-3	\$121,502	\$128,572	3-2	\$119,980	\$126,969
	3-1	\$116,728	3-1	\$118,453	3-2	\$119,980	\$126,969	3-1	\$118,453	\$125,353
275 – 399	2-4	\$116,357	2-4	\$118,076	2-4	\$118,076	\$124,954	2-4	\$118,076	\$124,954
	2-3	\$114,106	2-3	\$115,544	2-4	\$118,076	\$124,954	2-3	\$115,544	\$121,299
	2-2	\$112,377	2-2	\$113,811	2-3	\$115,544	\$121,299	2-2	\$113,811	\$119,545
	2-1	\$110,663	2-1	\$112,075	2-2	\$113,811	\$119,545	2-1	\$112,075	\$117,721
150 – 274	1-4	\$108,057	1-4	\$109,659	1-4	\$109,659	\$115,277	1-4	\$109,659	\$115,277
	1-3	\$105,462	1-3	\$106,927	1-4	\$109,659	\$115,277	1-3	\$106,927	\$112,789
	1-2	\$102,966	1-2	\$104,350	1-3	\$106,927	\$112,789	1-2	\$104,350	\$109,882
	1-1	\$100,494	1-1	\$101,805	1-2	\$104,350	\$109,882	1-1	\$101,805	\$107,051

#### 4.2 Deputy Principal Category B – 2015 salary tracker

The following table sets out the salary level, sub-division and salary for Category B Deputy Principals for the 2015 school year.

**Table 4.2 – 2015 Salary Tracker – Deputy Principals (Category B)**

Enrolment	August 2014		February 2015		Increment 1 May 2015		No Increment 1 May 2015			
	Sub Division	Salary	Sub Division	Salary	May 2015		August 2015	May 2015		August 2015
					Sub Division	Salary		Sub Division	Salary	
1,500+	7-4	\$135,483	7-4	\$137,595	7-4	\$137,595	\$144,474	7-4	\$137,595	\$144,474
	7-3	\$134,298	7-3	\$136,347	7-4	\$137,595	\$144,474	7-3	\$136,347	\$143,164
	7-2	\$133,200	7-2	\$135,232	7-3	\$136,347	\$143,164	7-2	\$135,232	\$141,993
	7-1	\$132,102	7-1	\$134,117	7-2	\$135,232	\$141,993	7-1	\$134,117	\$140,823
1,101 – 1,499	6-4	\$128,238	6-4	\$130,128	6-4	\$130,128	\$137,690	6-4	\$130,128	\$137,690
	6-3	\$126,757	6-3	\$128,626	6-4	\$130,128	\$137,690	6-3	\$128,626	\$136,101
	6-2	\$125,322	6-2	\$127,192	6-3	\$128,626	\$136,101	6-2	\$127,192	\$134,675
	6-1	\$123,813	6-1	\$125,648	6-2	\$127,192	\$134,675	6-1	\$125,648	\$132,985
700 – 1,100	5-4	\$121,227	5-4	\$123,017	5-4	\$123,017	\$130,176	5-4	\$123,017	\$130,176
	5-3	\$119,564	5-3	\$121,329	5-4	\$123,017	\$130,176	5-3	\$121,329	\$128,390
	5-2	\$117,905	5-2	\$119,647	5-3	\$121,329	\$128,390	5-2	\$119,647	\$126,616
	5-1	\$115,753	5-1	\$117,212	5-2	\$119,647	\$126,616	5-1	\$117,212	\$123,050
550 - 699	4-4	\$114,719	4-4	\$116,164	4-4	\$116,164	\$121,950	4-4	\$116,164	\$121,950
	4-3	\$113,664	4-3	\$115,096	4-4	\$116,164	\$121,950	4-3	\$115,096	\$120,828
	4-2	\$112,641	4-2	\$114,078	4-3	\$115,096	\$120,828	4-2	\$114,078	\$119,825
	4-1	\$111,586	4-1	\$113,009	4-2	\$114,078	\$119,825	4-1	\$113,009	\$118,703
400 - 549	3-4	\$110,853	3-4	\$112,267	3-4	\$112,267	\$117,923	3-4	\$112,267	\$117,923
	3-3	\$108,924	3-3	\$110,337	3-4	\$112,267	\$117,923	3-3	\$110,337	\$115,991
	3-2	\$107,329	3-2	\$108,920	3-3	\$110,337	\$115,991	3-2	\$108,920	\$115,282
	3-1	\$105,157	3-1	\$106,618	3-2	\$108,920	\$115,282	3-1	\$106,618	\$112,463
275 - 399	2-3	\$103,678	2-3	\$105,119	2-3	\$105,119	\$110,882	2-3	\$105,119	\$110,882
	2-2	\$102,066	2-2	\$103,437	2-3	\$105,119	\$110,882	2-2	\$103,437	\$108,920
	2-1	\$100,474	2-1	\$101,786	2-2	\$103,437	\$108,920	2-1	\$101,786	\$107,031
150 - 274	1-3	\$98,711	1-3	\$99,999	1-3	\$99,999	\$105,152	1-3	\$99,999	\$105,152
	1-2	\$97,319	1-2	\$98,589	1-3	\$99,999	\$105,152	1-2	\$98,589	\$103,669
	1-1	\$95,926	1-1	\$97,178	1-2	\$98,589	\$103,669	1-1	\$97,178	\$102,186

### 4.3 Deputy Principal (category B) allowances

In a primary school where the Deputy Principal (category B) 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 (category B) salary and the T2-5 Teacher rate. The allowance has been adjusted to reflect the increases to both Deputy Principal (category B) and the T2-5 Teacher rates in 2015.

The table 4.3 contains the allowance rates for 2015.

**Table 4.3 – 2015 – Deputy Principals (Category B) Allowances**

Start of 2015 school year			February 2015	May 2015	August 2015
Enrolment	Level	Allowance	Allowance	Allowance	Allowance
<b>700 - 1,100</b>	5-4	\$39,852	\$41,241	\$41,241	\$42,391
	5-3	\$38,189	\$39,553	\$39,553	\$40,605
	5-2	\$36,530	\$37,871	\$37,871	\$38,831
	5-1	\$34,378	\$35,436	\$35,436	\$35,265
<b>550 - 699</b>	4-4	\$33,344	\$34,388	\$34,388	\$34,165
	4-3	\$32,289	\$33,320	\$33,320	\$33,043
	4-2	\$31,266	\$32,302	\$32,302	\$32,040
	4-1	\$30,211	\$31,233	\$31,233	\$30,918
<b>400 - 549</b>	3-4	\$29,478	\$30,491	\$30,491	\$30,138
	3-3	\$27,549	\$28,561	\$28,561	\$28,206
	3-2	\$25,954	\$27,144	\$27,144	\$27,497
	3-1	\$23,782	\$24,842	\$24,842	\$24,678
<b>275 - 399</b>	2-3	\$22,303	\$23,343	\$23,343	\$23,097
	2-2	\$20,691	\$21,661	\$21,661	\$21,135
	2-1	\$19,099	\$20,010	\$20,010	\$19,246
<b>150 - 274</b>	1-3	\$17,336	\$18,223	\$18,223	\$17,367
	1-2	\$15,944	\$16,813	\$16,813	\$15,884
	1-1	\$14,551	\$15,402	\$15,402	\$14,401

## 5. Primary Principals

The salary rates for primary principals will be increased from the first full pay period on or after 1 February and 1 August 2015.

In addition on 1 May 2015, the number of salary points in Level 1 will decrease from 7 to 6.

The salary arrangements and classification levels for Primary Principals are set out in Table 5.1

**Table 5.1 – 2015 Salary tracker – primary principals**

Enrolment	August 2014		February 2015		Increment 1 May 2015			No Increment 1 May 2015		
	Level	Salary	Level	Salary	May 2015		August 2015	May 2015		August 2015
					Level	Salary		Level	Salary	
700+	6-4	\$155,460	6-4	\$157,835	6-4	\$157,835	\$167,333	6-4	\$157,835	\$167,333
	6-3	\$153,357	6-3	\$155,673	6-4	\$157,835	\$167,333	6-3	\$155,673	\$164,939
	6-2	\$151,305	6-2	\$153,591	6-3	\$155,673	\$164,939	6-2	\$153,591	\$162,733
	6-1	\$149,150	6-1	\$151,350	6-2	\$153,591	\$162,733	6-1	\$151,350	\$160,149
550 - 699	5-4	\$147,054	5-4	\$149,176	5-4	\$149,176	\$158,246	5-4	\$149,176	\$158,246
	5-3	\$144,348	5-3	\$146,392	5-4	\$149,176	\$158,246	5-3	\$146,392	\$155,826
	5-2	\$142,484	5-2	\$144,760	5-3	\$146,392	\$155,826	5-2	\$144,760	\$153,407
	5-1	\$139,938	5-1	\$142,172	5-2	\$144,760	\$153,407	5-1	\$142,172	\$150,987
400 - 549	4-4	\$137,092	4-4	\$139,228	4-4	\$139,228	\$147,773	4-4	\$139,228	\$147,773
	4-3	\$135,354	4-3	\$137,463	4-4	\$139,228	\$147,773	4-3	\$137,463	\$145,900
	4-2	\$133,530	4-2	\$135,567	4-3	\$137,463	\$145,900	4-2	\$135,567	\$143,713
	4-1	\$131,720	4-1	\$133,692	4-2	\$135,567	\$143,713	4-1	\$133,692	\$141,579
275 - 399	3-4	\$130,935	3-4	\$132,894	3-4	\$132,894	\$140,735	3-4	\$132,894	\$140,735
	3-3	\$128,932	3-3	\$130,833	3-4	\$132,894	\$140,735	3-3	\$130,833	\$139,027
	3-2	\$126,378	3-2	\$128,264	3-3	\$130,833	\$139,027	3-2	\$128,264	\$137,320
	3-1	\$123,724	3-1	\$125,557	3-2	\$128,264	\$137,320	3-1	\$125,557	\$132,889
150 - 274	2-4	\$121,238	2-4	\$123,028	2-4	\$123,028	\$130,188	2-4	\$123,028	\$130,188
	2-3	\$119,734	2-3	\$121,502	2-4	\$123,028	\$130,188	2-3	\$121,502	\$128,572
	2-2	\$118,233	2-2	\$119,980	2-3	\$121,502	\$128,572	2-2	\$119,980	\$126,969
	2-1	\$116,728	2-1	\$118,453	2-2	\$119,980	\$126,969	2-1	\$118,453	\$125,353
10 - 149	1-7	\$116,357	1-7	\$118,076	1-6	\$118,076	\$124,954	1-6	\$118,076	\$124,954
	1-6	\$113,128	1-6	\$114,554	1-6	\$118,076	\$124,954	1-5	\$114,554	\$120,260
	1-5	\$110,616	1-5	\$112,027	1-5	\$114,554	\$120,260	1-4	\$112,027	\$117,671
	1-4	\$108,123	1-4	\$109,526	1-4	\$112,027	\$117,671	1-3	\$109,526	\$115,138
	1-3	\$106,084	1-3	\$107,657	1-3	\$109,526	\$115,138	1-2	\$107,657	\$113,945
	1-2	\$103,259	1-2	\$104,694	1-2	\$107,657	\$113,945	1-1	\$104,694	\$110,433
	1-1	\$100,567	1-1	\$101,918	1-1	\$104,694	\$110,433	1-1	\$104,694	\$110,433



## **6. Education support employees**

The salary rates for education support staff for 2015 school year will be increased from the first full pay periods on or after 1 February 2015 and 1 August 2015.

In addition the number of salary subdivisions in level 1 and 2 will decrease on 1 May 2015.

To assist schools with the continued transition to the new salary structure during the 2015 school year the salary tracking tables are provided to ensure that all education support staff move through the new salary structure as required.

### **6.1 On-going education support employees (employed at the end of the 2014 school year)**

Table 6.1 details the salary of education support employees who were **on-going employees at the end of the 2014 school year** and continue to be employed in Catholic Education in 2015 without a break of service.

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

Table 6.2 details the salary of education support employees who are employed on a fixed term basis or an on-going basis **at the start of the 2015 school year** and do not have continuous service from the end of the 2014 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.

### **6.3 Appointments to Education Support Level 3**

New appointments to Education Support Level 3 shall commence:

- Before 1 May 2015, at or above ES3-8
- On or after 1 May 2015, at or above ES3-7.

### **6.4 Fixed term education support employees 2015 (employed at end of 2014 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 2014 school year on a fixed term basis and are re-employed without a break in service in catholic education in the 2015 school year and have had at least 6 months of experience between 1 May 2014 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 2014 school year.

### **6.5 Reclassification of education support employees**

Where education support employee is re-classified to a new level then the employee's salary on re-classification will normally be the entry level of the new classification level.

If the employee's salary immediately prior to re-classification is greater than the minimum level of the new classification then the employee's salary should be at the next highest salary point in the new classification.

Table 6.1 – 2015 Salary Tracker - on-going education support employees at the end of the 2014 school year

August 2014				February 2015				Incremental Progression 1 May 2015						No Incremental Progression 1 May 2015							
Level	Cat A	Cat B	Cat C	Level	Cat A	Cat B	Cat C	May 2015			August 2015			May 2015			August 2015				
ES 1-1	\$42,024	\$38,791	\$40,408	ES 1-1	\$42,613	\$39,335	\$40,974	ES 1-1	\$43,105	\$39,789	\$41,447	\$43,643	\$40,286	\$41,964	ES1-1	\$43,105	\$39,789	\$41,447	\$43,643	\$40,286	\$41,964
ES 1-2	\$42,509	\$39,239	\$40,874	ES 1-2	\$43,105	\$39,789	\$41,447	ES 1-2	\$44,847	\$41,397	\$43,122	\$45,408	\$41,915	\$43,662	ES1-1	\$43,105	\$39,789	\$41,447	\$43,643	\$40,286	\$41,964
ES 1-3	\$44,227	\$40,825	\$42,526	ES 1-3	\$44,847	\$41,397	\$43,122	ES 1-3	\$46,784	\$43,185	\$44,985	\$47,368	\$43,724	\$45,546	ES1-2	\$44,847	\$41,397	\$43,122	\$45,408	\$41,915	\$43,662
ES 1-4	\$46,138	\$42,589	\$44,363	ES 1-4	\$46,784	\$43,185	\$44,985	ES 1-4	\$48,490	\$44,760	\$46,625	\$49,620	\$45,803	\$47,712	ES1-3	\$46,784	\$43,185	\$44,985	\$47,368	\$43,724	\$45,546
ES 1-5	\$47,819	\$44,141	\$45,980	ES 1-5	\$48,490	\$44,760	\$46,625	ES 1-5	\$50,406	\$46,529	\$48,467	\$51,036	\$47,110	\$49,073	ES1-4	\$48,490	\$44,760	\$46,625	\$49,620	\$45,803	\$47,712
ES 1-6	\$49,710	\$45,886	\$47,798	ES 1-6	\$50,406	\$46,529	\$48,467	ES 1-6	\$50,406	\$46,529	\$48,467	\$51,036	\$47,110	\$49,073	ES1-5	\$50,406	\$46,529	\$48,467	\$51,036	\$47,110	\$49,073
ES 2-1	\$49,232	\$45,445	\$47,338	ES2-1	\$49,922	\$46,082	\$48,002	ES 2-1	\$51,551	\$47,586	\$49,568	\$52,194	\$48,179	\$50,187	ES2-1	\$51,551	\$47,586	\$49,568	\$52,194	\$48,179	\$50,187
ES 2-2	\$50,838	\$46,927	\$48,883	ES2-2	\$51,551	\$47,586	\$49,568	ES 2-2	\$53,520	\$49,403	\$51,462	\$54,188	\$50,020	\$52,104	ES2-1	\$51,551	\$47,586	\$49,568	\$52,194	\$48,179	\$50,187
ES 2-3	\$52,780	\$48,720	\$50,750	ES2-3	\$53,520	\$49,403	\$51,462	ES 2-3	\$54,809	\$50,593	\$52,701	\$55,493	\$51,224	\$53,359	ES2-2	\$53,520	\$49,403	\$51,462	\$54,188	\$50,020	\$52,104
ES 2-4	\$54,051	\$49,893	\$51,972	ES2-4	\$54,809	\$50,593	\$52,701	ES 2-4	\$56,437	\$52,096	\$54,266	\$57,142	\$52,746	\$54,944	ES2-3	\$54,809	\$50,593	\$52,701	\$55,493	\$51,224	\$53,359
ES 2-5	\$55,657	\$51,376	\$53,516	ES2-5	\$56,437	\$52,096	\$54,266	ES 2-5	\$58,066	\$53,599	\$55,833	\$58,791	\$54,269	\$56,530	ES2-4	\$56,437	\$52,096	\$54,266	\$57,142	\$52,746	\$54,944
ES 2-6	\$57,263	\$52,858	\$55,061	ES2-6	\$58,066	\$53,599	\$55,833	ES 2-6	\$59,695	\$55,103	\$57,399	\$60,440	\$55,791	\$58,115	ES2-5	\$58,066	\$53,599	\$55,833	\$58,791	\$54,269	\$56,530
ES 2-7	\$58,870	\$54,342	\$56,606	ES2-7	\$59,695	\$55,103	\$57,399	ES 2-6	\$59,695	\$55,103	\$57,399	\$60,440	\$55,791	\$58,115	ES2-6	\$59,695	\$55,103	\$57,399	\$60,440	\$55,791	\$58,115
ES 3-1	\$51,659	\$47,685	\$49,672	ES 3-1	\$52,382	\$48,353	\$50,367	ES 3-1	\$53,185	\$49,094	\$51,139	\$53,851	\$49,709	\$51,780	ES 3-1	\$53,185	\$49,094	\$51,139	\$53,851	\$49,709	\$51,780
ES 3-2	\$52,451	\$48,416	\$50,434	ES 3-2	\$53,185	\$49,094	\$51,139	ES 3-2	\$55,010	\$50,778	\$52,894	\$55,698	\$51,414	\$53,556	ES 3-1	\$53,185	\$49,094	\$51,139	\$53,851	\$49,709	\$51,780
ES 3-3	\$54,251	\$50,078	\$52,164	ES 3-3	\$55,010	\$50,778	\$52,894	ES 3-3	\$56,560	\$52,209	\$54,385	\$57,267	\$52,862	\$55,064	ES 3-2	\$55,010	\$50,778	\$52,894	\$55,698	\$51,414	\$53,556
ES 3-4	\$55,779	\$51,488	\$53,634	ES 3-4	\$56,560	\$52,209	\$54,385	ES 3-4	\$58,104	\$53,634	\$55,869	\$58,831	\$54,306	\$56,568	ES 3-3	\$56,560	\$52,209	\$54,385	\$57,267	\$52,862	\$55,064
ES 3-5	\$57,302	\$52,894	\$55,098	ES 3-5	\$58,104	\$53,634	\$55,869	ES 3-5	\$59,619	\$55,033	\$57,326	\$60,364	\$55,721	\$58,042	ES 3-4	\$58,104	\$53,634	\$55,869	\$58,831	\$54,306	\$56,568
ES 3-6	\$58,796	\$54,273	\$56,535	ES 3-6	\$59,619	\$55,033	\$57,326	ES 3-6	\$63,207	\$58,345	\$60,776	\$63,997	\$59,074	\$61,536	ES 3-5	\$59,619	\$55,033	\$57,326	\$60,364	\$55,721	\$58,042
ES 3-7	\$62,334	\$57,539	\$59,937	ES 3-7	\$63,207	\$58,345	\$60,776	ES 3-6	\$63,207	\$58,345	\$60,776	\$63,997	\$59,074	\$61,536	ES 3-6	\$63,207	\$58,345	\$60,776	\$63,997	\$59,074	\$61,536
ES 3-8	\$62,401	\$57,601	\$60,001	ES 3-8	\$63,274	\$58,407	\$60,840	ES 3-8	\$64,760	\$59,778	\$62,269	\$65,570	\$60,526	\$63,048	ES 3-7	\$63,274	\$58,407	\$60,840	\$64,066	\$59,138	\$61,602
ES 3-9	\$63,866	\$58,953	\$61,410	ES 3-9	\$64,760	\$59,778	\$62,269	ES 3-9	\$66,270	\$61,172	\$63,721	\$67,099	\$61,938	\$64,518	ES 3-8	\$64,760	\$59,778	\$62,269	\$65,570	\$60,526	\$63,048
ES 3-10	\$65,355	\$60,328	\$62,841	ES 3-10	\$66,270	\$61,172	\$63,721	ES 3-10	\$69,815	\$64,445	\$67,130	\$70,689	\$65,251	\$67,970	ES 3-9	\$66,270	\$61,172	\$63,721	\$67,099	\$61,938	\$64,518
ES 3-11	\$68,852	\$63,556	\$66,204	ES 3-11	\$69,815	\$64,445	\$67,130	ES 3-11	\$71,000	\$65,538	\$68,269	\$71,888	\$66,358	\$69,123	ES 3-10	\$69,815	\$64,445	\$67,130	\$70,689	\$65,251	\$67,970
ES 3-12	\$70,391	\$64,976	\$67,684	ES 3-12	\$71,376	\$65,886	\$68,631	ES 3-12	\$73,500	\$67,846	\$70,673	\$74,419	\$68,694	\$71,557	ES 3-12	\$73,500	\$67,846	\$70,673	\$74,419	\$68,694	\$71,557
ES 4-1	\$68,546	\$63,273	\$65,910	ES 4-1	\$69,369	\$64,033	\$66,701	ES 4-1	\$75,099	\$69,322	\$72,211	\$76,000	\$70,154	\$73,077	ES 4-1	\$75,099	\$69,322	\$72,211	\$76,000	\$70,154	\$73,077
ES 4-2	\$74,208	\$68,500	\$71,354	ES 4-2	\$75,099	\$69,322	\$72,211	ES 4-2	\$77,187	\$71,250	\$74,218	\$78,113	\$72,104	\$75,109	ES 4-1	\$75,099	\$69,322	\$72,211	\$76,000	\$70,154	\$73,077
ES 4-3	\$76,272	\$70,405	\$73,338	ES 4-3	\$77,187	\$71,250	\$74,218	ES 4-3	\$79,644	\$73,518	\$76,581	\$80,600	\$74,400	\$77,500	ES 4-2	\$77,187	\$71,250	\$74,218	\$78,113	\$72,104	\$75,109
ES 4-4	\$78,700	\$72,646	\$75,673	ES 4-4	\$79,644	\$73,518	\$76,581	ES 4-4	\$79,962	\$73,811	\$76,887	\$82,300	\$75,969	\$79,135	ES 4-3	\$79,644	\$73,518	\$76,581	\$80,600	\$74,400	\$77,500
ES 4-5	\$79,014	\$72,936	\$75,975	ES 4-5	\$79,962	\$73,811	\$76,887	ES 4-5	\$81,324	\$75,068	\$78,196	\$82,300	\$75,969	\$79,135	ES 4-4	\$79,962	\$73,811	\$76,887	\$82,300	\$75,969	\$79,135
ES 5-1	\$87,728	\$80,980	\$84,354	ES 5-1	\$89,044	\$82,194	\$85,619	ES 5-2	\$91,357	\$84,330	\$87,843	\$92,638	\$85,512	\$89,075	ES 5-1	\$89,044	\$82,194	\$85,619	\$90,292	\$83,346	\$86,819
ES 5-2	\$90,007	\$83,083	\$86,545	ES 5-2	\$91,357	\$84,330	\$87,843	ES 5-3	\$93,670	\$86,465	\$90,067	\$94,983	\$87,677	\$91,330	ES 5-2	\$91,357	\$84,330	\$87,843	\$92,638	\$85,512	\$89,075
ES 5-3	\$92,286	\$85,187	\$88,737	ES 5-3	\$93,670	\$86,465	\$90,067	ES 5-4	\$95,983	\$88,600	\$92,291	\$97,329	\$89,842	\$93,586	ES 5-3	\$93,670	\$86,465	\$90,067	\$94,983	\$87,677	\$91,330
ES 5-4	\$94,565	\$87,291	\$90,928	ES 5-4	\$95,983	\$88,600	\$92,291	ES 5-5	\$98,296	\$90,735	\$94,515	\$99,674	\$92,007	\$95,840	ES 5-4	\$95,983	\$88,600	\$92,291	\$97,329	\$89,842	\$93,586
ES 5-5	\$96,844	\$89,394	\$93,119	ES 5-5	\$98,296	\$90,735	\$94,515	ES 5-5	\$98,296	\$90,735	\$94,515	\$99,674	\$92,007	\$95,840	ES 5-5	\$98,296	\$90,735	\$94,515	\$99,674	\$92,007	\$95,840

**Table 6.2 – 2015 Salary Tracker – new education support employees (not employed at end of 2014)**

Years of Approved Experience	January 2015				February 2015				May 2015 (No increment)				August 2015		
	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	\$42,024	\$38,791	\$40,408	ES 1-1	\$42,613	\$39,335	\$40,974	ES 1-1	\$43,105	\$39,789	\$41,447	\$43,643	\$40,286	\$41,964
1	ES 1-2	\$42,509	\$39,239	\$40,874	ES 1-2	\$43,105	\$39,789	\$41,447	ES 1-1	\$43,105	\$39,789	\$41,447	\$43,643	\$40,286	\$41,964
2	ES 1-3	\$44,227	\$40,825	\$42,526	ES 1-3	\$44,847	\$41,397	\$43,122	ES 1-2	\$44,847	\$41,397	\$43,122	\$45,408	\$41,915	\$43,662
3	ES 1-4	\$46,138	\$42,589	\$44,363	ES 1-4	\$46,784	\$43,185	\$44,985	ES 1-3	\$46,784	\$43,185	\$44,985	\$47,368	\$43,724	\$45,546
4	ES 1-5	\$47,819	\$44,141	\$45,980	ES 1-5	\$48,490	\$44,760	\$46,625	ES 1-4	\$48,490	\$44,760	\$46,625	\$49,620	\$45,803	\$47,712
5 or more	ES 1-6	\$49,710	\$45,886	\$47,798	ES 1-6	\$50,406	\$46,529	\$48,467	ES 1-5	\$50,406	\$46,529	\$48,467	\$51,036	\$47,110	\$49,073
0	ES 2-1	\$49,232	\$45,445	\$47,338	ES 2-1	\$49,922	\$46,082	\$48,002	ES 2-1	\$51,551	\$47,586	\$49,568	\$52,194	\$48,179	\$50,187
1	ES 2-2	\$50,838	\$46,927	\$48,883	ES 2-2	\$51,551	\$47,586	\$49,568	ES 2-1	\$51,551	\$47,586	\$49,568	\$52,194	\$48,179	\$50,187
2	ES 2-3	\$52,780	\$48,720	\$50,750	ES 2-3	\$53,520	\$49,403	\$51,462	ES 2-2	\$53,520	\$49,403	\$51,462	\$54,188	\$50,020	\$52,104
3	ES 2-4	\$54,051	\$49,893	\$51,972	ES 2-4	\$54,809	\$50,593	\$52,701	ES 2-3	\$54,809	\$50,593	\$52,701	\$55,493	\$51,224	\$53,359
4	ES 2-5	\$55,657	\$51,376	\$53,516	ES 2-5	\$56,437	\$52,096	\$54,266	ES 2-4	\$56,437	\$52,096	\$54,266	\$57,142	\$52,746	\$54,944
5	ES 2-6	\$57,263	\$52,858	\$55,061	ES 2-6	\$58,066	\$53,599	\$55,833	ES 2-5	\$58,066	\$53,599	\$55,833	\$58,791	\$54,269	\$56,530
6 or more	ES 2-7	\$58,870	\$54,342	\$56,606	ES 2-7	\$59,695	\$55,103	\$57,399	ES 2-6	\$59,695	\$55,103	\$57,399	\$60,440	\$55,791	\$58,115
0	ES 3-8	\$62,401	\$57,601	\$60,001	ES 3-8	\$63,274	\$58,407	\$60,840	ES 3-7	\$63,274	\$58,407	\$60,840	\$64,066	\$59,138	\$61,602
1	ES 3-9	\$63,866	\$58,953	\$61,410	ES 3-9	\$64,760	\$59,778	\$62,269	ES 3-8	\$64,760	\$59,778	\$62,269	\$65,570	\$60,526	\$63,048
2	ES 3-10	\$65,355	\$60,328	\$62,841	ES 3-10	\$66,270	\$61,172	\$63,721	ES 3-9	\$66,270	\$61,172	\$63,721	\$67,099	\$61,938	\$64,518
3	ES 3-11	\$68,852	\$63,556	\$66,204	ES 3-11	\$69,815	\$64,445	\$67,130	ES 3-10	\$69,815	\$64,445	\$67,130	\$70,689	\$65,251	\$67,970
4 or more	ES 3-12	\$70,391	\$64,976	\$67,684	ES 3-12	\$71,376	\$65,886	\$68,631	ES 3-12	\$73,500	\$67,846	\$70,673	\$74,419	\$68,694	\$71,557
0	ES 4-1	\$68,546	\$63,273	\$65,910	ES 4-1	\$69,369	\$64,033	\$66,701	ES 4-1	\$75,099	\$69,322	\$72,211	\$76,000	\$70,154	\$73,077
1	ES 4-2	\$74,208	\$68,500	\$71,354	ES 4-2	\$75,099	\$69,322	\$72,211	ES 4-1	\$75,099	\$69,322	\$72,211	\$76,000	\$70,154	\$73,077
2	ES 4-3	\$76,272	\$70,405	\$73,338	ES 4-3	\$77,187	\$71,250	\$74,218	ES 4-2	\$77,187	\$71,250	\$74,218	\$78,113	\$72,104	\$75,109
3	ES 4-4	\$78,700	\$72,646	\$75,673	ES 4-4	\$79,644	\$73,518	\$76,581	ES 4-3	\$79,644	\$73,518	\$76,581	\$80,600	\$74,400	\$77,500
4 or more	ES 4-5	\$79,014	\$72,936	\$75,975	ES 4-5	\$79,962	\$73,811	\$76,887	ES 4-4	\$79,962	\$73,811	\$76,887	\$82,300	\$75,969	\$79,135
0	ES 5-1	\$87,728	\$80,980	\$84,354	ES 5-1	\$89,044	\$82,194	\$85,619	ES 5-1	\$89,044	\$82,194	\$85,619	\$90,292	\$83,346	\$86,819
1	ES 5-2	\$90,007	\$83,083	\$86,545	ES 5-2	\$91,357	\$84,330	\$87,843	ES 5-2	\$91,357	\$84,330	\$87,843	\$92,638	\$85,512	\$89,075
2	ES 5-3	\$92,286	\$85,187	\$88,737	ES 5-3	\$93,670	\$86,465	\$90,067	ES 5-3	\$93,670	\$86,465	\$90,067	\$94,983	\$87,677	\$91,330
3	ES 5-4	\$94,565	\$87,291	\$90,928	ES 5-4	\$95,983	\$88,600	\$92,291	ES 5-4	\$95,983	\$88,600	\$92,291	\$97,329	\$89,842	\$93,586
4 or more	ES 5-5	\$96,844	\$89,394	\$93,119	ES 5-5	\$98,296	\$90,735	\$94,515	ES 5-5	\$98,296	\$90,735	\$94,515	\$99,674	\$92,007	\$95,840

**Table 6.3 – 2015 Salary Tracker – Fixed term education support employees 2015 (employed at end of 2014 school year without a break of service)**

End of 2014 School Year				Start of 2015 School Year				February 2015			May 2015				August 2015		
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	\$42,024	\$38,791	\$40,408	ES 1-2	\$42,509	\$39,239	\$40,874	\$43,105	\$39,789	\$41,447	ES 1-1	\$43,105	\$39,789	\$41,447	\$43,643	\$40,286	\$41,964
ES 1-2	\$42,509	\$39,239	\$40,874	ES 1-3	\$44,227	\$40,825	\$42,526	\$44,847	\$41,397	\$43,122	ES 1-2	\$44,847	\$41,397	\$43,122	\$45,408	\$41,915	\$43,662
ES 1-3	\$44,227	\$40,825	\$42,526	ES 1-4	\$46,138	\$42,589	\$44,363	\$46,784	\$43,185	\$44,985	ES 1-3	\$46,784	\$43,185	\$44,985	\$47,368	\$43,724	\$45,546
ES 1-4	\$46,138	\$42,589	\$44,363	ES 1-5	\$47,819	\$44,141	\$45,980	\$48,490	\$44,760	\$46,625	ES 1-4	\$48,490	\$44,760	\$46,625	\$49,620	\$45,803	\$47,712
ES 1-5	\$47,819	\$44,141	\$45,980	ES 1-6	\$49,710	\$45,886	\$47,798	\$50,406	\$46,529	\$48,467	ES 1-5	\$50,406	\$46,529	\$48,467	\$51,036	\$47,110	\$49,073
ES 1-6	\$49,710	\$45,886	\$47,798	ES 1-6	\$49,710	\$45,886	\$47,798	\$50,406	\$46,529	\$48,467	ES 1-5	\$50,406	\$46,529	\$48,467	\$51,036	\$47,110	\$49,073
ES 2-1	\$49,232	\$45,445	\$47,338	ES 2-2	\$50,838	\$46,927	\$48,883	\$51,551	\$47,586	\$49,568	ES 2-1	\$51,551	\$47,586	\$49,568	\$52,194	\$48,179	\$50,187
ES 2-2	\$50,838	\$46,927	\$48,883	ES 2-3	\$52,780	\$48,720	\$50,750	\$53,520	\$49,403	\$51,462	ES 2-2	\$53,520	\$49,403	\$51,462	\$54,188	\$50,020	\$52,104
ES 2-3	\$52,780	\$48,720	\$50,750	ES 2-4	\$54,051	\$49,893	\$51,972	\$54,809	\$50,593	\$52,701	ES 2-3	\$54,809	\$50,593	\$52,701	\$55,493	\$51,224	\$53,359
ES 2-4	\$54,051	\$49,893	\$51,972	ES 2-5	\$55,657	\$51,376	\$53,516	\$56,437	\$52,096	\$54,266	ES 2-4	\$56,437	\$52,096	\$54,266	\$57,142	\$52,746	\$54,944
ES 2-5	\$55,657	\$51,376	\$53,516	ES 2-6	\$57,263	\$52,858	\$55,061	\$58,066	\$53,599	\$55,833	ES 2-5	\$58,066	\$53,599	\$55,833	\$58,791	\$54,269	\$56,530
ES 2-6	\$57,263	\$52,858	\$55,061	ES 2-7	\$58,870	\$54,342	\$56,606	\$59,695	\$55,103	\$57,399	ES 2-6	\$59,695	\$55,103	\$57,399	\$60,440	\$55,791	\$58,115
ES 2-7	\$58,870	\$54,342	\$56,606	ES 2-7	\$58,870	\$54,342	\$56,606	\$59,695	\$55,103	\$57,399	ES 2-6	\$59,695	\$55,103	\$57,399	\$60,440	\$55,791	\$58,115
ES 3-1	\$51,659	\$47,685	\$49,672	ES 3-2	\$52,451	\$48,416	\$50,434	\$53,185	\$49,094	\$51,139	ES 3-1	\$53,185	\$49,094	\$51,139	\$53,851	\$49,709	\$51,780
ES 3-2	\$52,451	\$48,416	\$50,434	ES 3-3	\$54,251	\$50,078	\$52,164	\$55,010	\$50,778	\$52,894	ES 3-2	\$55,010	\$50,778	\$52,894	\$55,698	\$51,414	\$53,556
ES 3-3	\$54,251	\$50,078	\$52,164	ES 3-4	\$55,779	\$51,488	\$53,634	\$56,560	\$52,209	\$54,385	ES 3-3	\$56,560	\$52,209	\$54,385	\$57,267	\$52,862	\$55,064
ES 3-4	\$55,779	\$51,488	\$53,634	ES 3-5	\$57,302	\$52,894	\$55,098	\$58,104	\$53,634	\$55,869	ES 3-4	\$58,104	\$53,634	\$55,869	\$58,831	\$54,306	\$56,568
ES 3-5	\$57,302	\$52,894	\$55,098	ES 3-6	\$58,796	\$54,273	\$56,535	\$59,619	\$55,033	\$57,326	ES 3-5	\$59,619	\$55,033	\$57,326	\$60,364	\$55,721	\$58,042
ES 3-6	\$58,796	\$54,273	\$56,535	ES 3-7	\$62,334	\$57,539	\$59,937	\$63,207	\$58,345	\$60,776	ES 3-6	\$63,207	\$58,345	\$60,776	\$63,997	\$59,074	\$61,536
ES 3-7	\$62,334	\$57,539	\$59,937	ES 3-7	\$62,334	\$57,539	\$59,937	\$63,207	\$58,345	\$60,776	ES 3-6	\$63,207	\$58,345	\$60,776	\$63,997	\$59,074	\$61,536
ES 3-8	\$62,401	\$57,601	\$60,001	ES 3-9	\$63,866	\$58,953	\$61,410	\$64,760	\$59,778	\$62,269	ES 3-8	\$64,760	\$59,778	\$62,269	\$65,570	\$60,526	\$63,048
ES 3-9	\$63,866	\$58,953	\$61,410	ES 3-10	\$65,355	\$60,328	\$62,841	\$66,270	\$61,172	\$63,721	ES 3-9	\$66,270	\$61,172	\$63,721	\$67,099	\$61,938	\$64,518
ES 3-10	\$65,355	\$60,328	\$62,841	ES 3-11	\$68,852	\$63,556	\$66,204	\$69,815	\$64,445	\$67,130	ES 3-10	\$69,815	\$64,445	\$67,130	\$70,689	\$65,251	\$67,970
ES 3-11	\$68,852	\$63,556	\$66,204	ES 3-12	\$70,391	\$64,976	\$67,684	\$71,376	\$65,886	\$68,631	ES 3-11	\$73,500	\$67,846	\$70,673	\$74,419	\$68,694	\$71,557
ES 3-12	\$70,391	\$64,976	\$67,684	ES 3-12	\$70,391	\$64,976	\$67,684	\$71,376	\$65,886	\$68,631	ES 3-12	\$73,500	\$67,846	\$70,673	\$74,419	\$68,694	\$71,557
ES 4-1	\$68,546	\$63,273	\$65,910	ES 4-2	\$74,208	\$68,500	\$71,354	\$75,099	\$69,322	\$72,211	ES 4-1	\$75,099	\$69,322	\$72,211	\$76,000	\$70,154	\$73,077
ES 4-2	\$74,208	\$68,500	\$71,354	ES 4-3	\$76,272	\$70,405	\$73,338	\$77,187	\$71,250	\$74,218	ES 4-2	\$77,187	\$71,250	\$74,218	\$78,113	\$72,104	\$75,109
ES 4-3	\$76,272	\$70,405	\$73,338	ES 4-4	\$78,700	\$72,646	\$75,673	\$79,644	\$73,518	\$76,581	ES 4-3	\$79,644	\$73,518	\$76,581	\$80,600	\$74,400	\$77,500
ES 4-4	\$78,700	\$72,646	\$75,673	ES 4-5	\$79,014	\$72,936	\$75,975	\$79,962	\$73,811	\$76,887	ES 4-4	\$79,962	\$73,811	\$76,887	\$82,300	\$75,969	\$79,135
ES 4-5	\$79,014	\$72,936	\$75,975	ES 4-5	\$79,014	\$72,936	\$75,975	\$79,962	\$73,811	\$76,887	ES 4-4	\$79,962	\$73,811	\$76,887	\$82,300	\$75,969	\$79,135
ES 5-1	\$87,728	\$80,980	\$84,354	ES 5-2	\$90,007	\$83,083	\$86,545	\$91,357	\$84,330	\$87,843	ES 5-2	\$91,357	\$84,330	\$87,843	\$92,638	\$85,512	\$89,075
ES 5-2	\$90,007	\$83,083	\$86,545	ES 5-3	\$92,286	\$85,187	\$88,737	\$93,670	\$86,465	\$90,067	ES 5-3	\$93,670	\$86,465	\$90,067	\$94,983	\$87,677	\$91,330
ES 5-3	\$92,286	\$85,187	\$88,737	ES 5-4	\$94,565	\$87,291	\$90,928	\$95,983	\$88,600	\$92,291	ES 5-4	\$95,983	\$88,600	\$92,291	\$97,329	\$89,842	\$93,586
ES 5-4	\$94,565	\$87,291	\$90,928	ES 5-5	\$96,844	\$89,394	\$93,119	\$98,296	\$90,735	\$94,515	ES 5-5	\$98,296	\$90,735	\$94,515	\$99,674	\$92,007	\$95,840
ES 5-5	\$96,844	\$89,394	\$93,119	ES 5-5	\$96,844	\$89,394	\$93,119	\$98,296	\$90,735	\$94,515	ES 5-5	\$98,296	\$90,735	\$94,515	\$99,674	\$92,007	\$95,840

## **7. School services officers**

The salary rates for school services officers for the 2015 school year will be increased from the first full pay periods on or after 1 February 2015 and 1 August 2015.

To assist schools with the continued translation to the new salary structure during the 2015 school year the following tables should be used to ensure that all school services officers move through the new salary structure.

### **7.1 On-going school services officers (employed at the end of the 2014 school year)**

Table 7.1 details the salary of school services officers who were **on-going employees at the end of the 2014 school year** and continue to be employed in Catholic Education in 2015 without a break of service.

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

Table 7.2 details the salary of school services officers who are employed on a fixed term basis or an on-going basis **at the start of the 2015 school year** and do not have continuous service from the end of the 2014 school year.

The commencement salary of school services officers is determined by the employee's years of experience. The applicable clause of the VCMEA is clause 40.

### **7.3 Fixed term school services officers 2015 (employed at end of 2014 school year only without break of service)**

Table 7.3 lists the salary movement of school services officers who were employed at the end of the 2014 school year on a fixed term basis and are re-employed in catholic education in the 2015 school year without a break in service.

**Table 7.1 – 2015 Salary Tracker – On-going school services officers (employed at the end of the 2014 school year)**

				Incremental Progression												No Incremental progression					
Start of 2015 School year				1 February 2015			1 May 2015			1 August 2015			1 May 2015			1 August 2015					
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	\$38,570	\$35,603	\$37,087	\$39,111	\$36,102	\$37,607	SSO 1-1	\$40,001	\$36,924	\$38,463	\$40,500	\$37,385	\$38,942	SSO 1-1	\$40,001	\$36,924	\$38,463	\$40,500	\$37,385	\$38,942	
SSO 1-2	\$39,509	\$36,470	\$37,989	\$40,063	\$36,981	\$38,522	SSO 1-2	\$41,535	\$38,340	\$39,938	\$42,054	\$38,819	\$40,437	SSO 1-2	\$41,535	\$38,340	\$39,938	\$42,054	\$38,819	\$40,437	
SSO 1-3	\$40,764	\$37,628	\$39,196	\$41,535	\$38,340	\$39,938	SSO 1-3	\$43,070	\$39,757	\$41,413	\$43,607	\$40,253	\$41,930	SSO 1-2	\$41,535	\$38,340	\$39,938	\$42,054	\$38,819	\$40,437	
SSO 1-4	\$41,906	\$38,682	\$40,294	\$42,494	\$39,225	\$40,860	SSO 1-4	\$44,604	\$41,173	\$42,888	\$45,161	\$41,687	\$43,424	SSO 1-3	\$43,070	\$39,757	\$41,413	\$43,607	\$40,253	\$41,930	
SSO 2-1	\$42,630	\$39,351	\$40,990	\$43,227	\$39,902	\$41,564	SSO 2-1	\$45,600	\$42,092	\$43,846	\$46,169	\$42,618	\$44,393	SSO 2-1	\$45,600	\$42,092	\$43,846	\$46,169	\$42,618	\$44,393	
SSO 2-2	\$44,140	\$40,745	\$42,442	\$44,758	\$41,315	\$43,037	SSO 2-2	\$46,538	\$42,958	\$44,748	\$47,119	\$43,494	\$45,307	SSO 2-1	\$45,600	\$42,092	\$43,846	\$46,169	\$42,618	\$44,393	
SSO 2-3	\$45,649	\$42,138	\$43,893	\$46,289	\$42,728	\$44,509	SSO 2-3	\$47,476	\$43,824	\$45,650	\$48,068	\$44,370	\$46,219	SSO 2-2	\$46,538	\$42,958	\$44,748	\$47,119	\$43,494	\$45,307	
SSO 2-4	\$47,159	\$43,531	\$45,345	\$47,820	\$44,142	\$45,981	SSO 2-4	\$48,413	\$44,689	\$46,551	\$49,018	\$45,247	\$47,133	SSO 2-4	\$48,413	\$44,689	\$46,551	\$49,018	\$45,247	\$47,133	
SSO 2-5	\$48,669	\$44,925	\$46,797	\$49,351	\$45,555	\$47,453	SSO 2-5	\$49,351	\$45,555	\$47,453	\$49,967	\$46,123	\$48,045	SSO 2-5	\$49,351	\$45,555	\$47,453	\$49,967	\$46,123	\$48,045	
SSO 3-1	\$48,720	\$44,972	\$46,846	\$49,403	\$45,603	\$47,503	SSO 3-2	\$50,715	\$46,814	\$48,764	\$51,348	\$47,398	\$49,373	SSO 3-1	\$49,403	\$45,603	\$47,503	\$50,019	\$46,171	\$48,095	
SSO 3-2	\$50,014	\$46,167	\$48,090	\$50,715	\$46,814	\$48,764	SSO 3-3	\$52,027	\$48,025	\$50,026	\$52,677	\$48,625	\$50,651	SSO 3-2	\$50,715	\$46,814	\$48,764	\$51,348	\$47,398	\$49,373	
SSO 3-3	\$51,308	\$47,361	\$49,335	\$52,027	\$48,025	\$50,026	SSO 3-4	\$53,340	\$49,237	\$51,288	\$54,005	\$49,851	\$51,928	SSO 3-3	\$52,027	\$48,025	\$50,026	\$52,677	\$48,625	\$50,651	
SSO 3-4	\$52,602	\$48,556	\$50,579	\$53,340	\$49,237	\$51,288	SSO 3-5	\$54,652	\$50,448	\$52,550	\$55,334	\$51,078	\$53,206	SSO 3-4	\$53,340	\$49,237	\$51,288	\$54,005	\$49,851	\$51,928	
SSO 3-5	\$53,896	\$49,750	\$51,823	\$54,652	\$50,448	\$52,550	SSO 3-5	\$54,652	\$50,448	\$52,550	\$55,334	\$51,078	\$53,206	SSO 3-5	\$54,652	\$50,448	\$52,550	\$55,334	\$51,078	\$53,206	
SSO 4-1	\$53,642	\$49,516	\$51,579	\$54,395	\$50,211	\$52,303	SSO 4-2	\$55,432	\$51,168	\$53,300	\$56,124	\$51,807	\$53,965	SSO 4-1	\$54,395	\$50,211	\$52,303	\$55,073	\$50,837	\$52,955	
SSO 4-2	\$54,666	\$50,461	\$52,563	\$55,432	\$51,168	\$53,300	SSO 4-3	\$56,469	\$52,125	\$54,297	\$57,174	\$52,776	\$54,975	SSO 4-2	\$55,432	\$51,168	\$53,300	\$56,124	\$51,807	\$53,965	
SSO 4-3	\$55,689	\$51,405	\$53,547	\$56,469	\$52,125	\$54,297	SSO 4-4	\$57,507	\$53,083	\$55,295	\$58,225	\$53,746	\$55,986	SSO 4-3	\$56,469	\$52,125	\$54,297	\$57,174	\$52,776	\$54,975	
SSO 4-4	\$56,712	\$52,350	\$54,531	\$57,507	\$53,083	\$55,295	SSO 4-5	\$58,544	\$54,041	\$56,292	\$59,275	\$54,715	\$56,995	SSO 4-4	\$57,507	\$53,083	\$55,295	\$58,225	\$53,746	\$55,986	
SSO 4-5	\$57,735	\$53,294	\$55,514	\$58,544	\$54,041	\$56,292	SSO 4-5	\$58,544	\$54,041	\$56,292	\$59,275	\$54,715	\$56,995	SSO 4-5	\$58,544	\$54,041	\$56,292	\$59,275	\$54,715	\$56,995	

**Table 7.2 – 2015 Salary Tracker – new school services officers (not employed at end of 2014)**

Years of Approved Experience	Start of 2015 School Year				1 February 2015			1 May 2015 (No increment)				1 August 2015		
	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	\$38,570	\$35,603	\$37,087	\$39,111	\$36,102	\$37,607	SSO 1-1	\$40,001	\$36,924	\$38,463	\$40,500	\$37,385	\$38,942
1	SSO 1-2	\$39,509	\$36,470	\$37,989	\$40,063	\$36,981	\$38,522	SSO 1-2	\$41,535	\$38,340	\$39,938	\$42,054	\$38,819	\$40,437
2	SSO 1-3	\$40,764	\$37,628	\$39,196	\$41,535	\$38,340	\$39,938	SSO 1-2	\$41,535	\$38,340	\$39,938	\$42,054	\$38,819	\$40,437
3 or more	SSO 1-4	\$41,906	\$38,682	\$40,294	\$42,494	\$39,225	\$40,860	SSO 1-3	\$43,070	\$39,757	\$41,413	\$43,607	\$40,253	\$41,930
0	SSO 2-1	\$42,630	\$39,351	\$40,990	\$43,227	\$39,902	\$41,564	SSO 2-1	\$45,600	\$42,092	\$43,846	\$46,169	\$42,618	\$44,393
1	SSO 2-2	\$44,140	\$40,745	\$42,442	\$44,758	\$41,315	\$43,037	SSO 2-1	\$45,600	\$42,092	\$43,846	\$46,169	\$42,618	\$44,393
2	SSO 2-3	\$45,649	\$42,138	\$43,893	\$46,289	\$42,728	\$44,509	SSO 2-2	\$46,538	\$42,958	\$44,748	\$47,119	\$43,494	\$45,307
3	SSO 2-4	\$47,159	\$43,531	\$45,345	\$47,820	\$44,142	\$45,981	SSO 2-4	\$48,413	\$44,689	\$46,551	\$49,018	\$45,247	\$47,133
4 or more	SSO 2-5	\$48,669	\$44,925	\$46,797	\$49,351	\$45,555	\$47,453	SSO 2-5	\$49,351	\$45,555	\$47,453	\$49,967	\$46,123	\$48,045
0	SSO 3-1	\$48,720	\$44,972	\$46,846	\$49,403	\$45,603	\$47,503	SSO 3-1	\$49,403	\$45,603	\$47,503	\$50,019	\$46,171	\$48,095
1	SSO 3-2	\$50,014	\$46,167	\$48,090	\$50,715	\$46,814	\$48,764	SSO 3-2	\$50,715	\$46,814	\$48,764	\$51,348	\$47,398	\$49,373
2	SSO 3-3	\$51,308	\$47,361	\$49,335	\$52,027	\$48,025	\$50,026	SSO 3-3	\$52,027	\$48,025	\$50,026	\$52,677	\$48,625	\$50,651
3	SSO 3-4	\$52,602	\$48,556	\$50,579	\$53,340	\$49,237	\$51,288	SSO 3-4	\$53,340	\$49,237	\$51,288	\$54,005	\$49,851	\$51,928
4 or more	SSO 3-5	\$53,896	\$49,750	\$51,823	\$54,652	\$50,448	\$52,550	SSO 3-5	\$54,652	\$50,448	\$52,550	\$55,334	\$51,078	\$53,206
0	SSO 4-1	\$53,642	\$49,516	\$51,579	\$54,395	\$50,211	\$52,303	SSO 4-1	\$54,395	\$50,211	\$52,303	\$55,073	\$50,837	\$52,955
1	SSO 4-2	\$54,666	\$50,461	\$52,563	\$55,432	\$51,168	\$53,300	SSO 4-2	\$55,432	\$51,168	\$53,300	\$56,124	\$51,807	\$53,965
2	SSO 4-3	\$55,689	\$51,405	\$53,547	\$56,469	\$52,125	\$54,297	SSO 4-3	\$56,469	\$52,125	\$54,297	\$57,174	\$52,776	\$54,975
3	SSO 4-4	\$56,712	\$52,350	\$54,531	\$57,507	\$53,083	\$55,295	SSO 4-4	\$57,507	\$53,083	\$55,295	\$58,225	\$53,746	\$55,986
4 or more	SSO 4-5	\$57,735	\$53,294	\$55,514	\$58,544	\$54,041	\$56,292	SSO 4-5	\$58,544	\$54,041	\$56,292	\$59,275	\$54,715	\$56,995

**Table 7.3 – 2015 Salary Tracker – Fixed term School Services Officers 2015 (employed at end of 2014 school year without a break of service)**

End of 2014 School Year				Start of 2015 School Year				1 February 2015			1 May 2015				1 August 2015		
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	\$38,570	\$35,603	\$37,087	SSO 1-2	\$39,509	\$36,470	\$37,989	\$40,063	\$36,981	\$38,522	SSO 1-2	\$41,535	\$38,340	\$39,938	\$42,054	\$38,819	\$40,437
SSO 1-2	\$39,509	\$36,470	\$37,989	SSO 1-3	\$40,764	\$37,628	\$39,196	\$41,535	\$38,340	\$39,938	SSO 1-2	\$41,535	\$38,340	\$39,938	\$42,054	\$38,819	\$40,437
SSO 1-3	\$40,764	\$37,628	\$39,196	SSO 1-4	\$41,906	\$38,682	\$40,294	\$42,494	\$39,225	\$40,860	SSO 1-3	\$43,070	\$39,757	\$41,413	\$43,607	\$40,253	\$41,930
SSO 1-4	\$41,906	\$38,682	\$40,294	SSO 1-4	\$41,906	\$38,682	\$40,294	\$42,494	\$39,225	\$40,860	SSO 1-3	\$43,070	\$39,757	\$41,413	\$43,607	\$40,253	\$41,930
SSO 2-1	\$42,630	\$39,351	\$40,990	SSO 2-2	\$44,140	\$40,745	\$42,442	\$44,758	\$41,315	\$43,037	SSO 2-1	\$45,600	\$42,092	\$43,846	\$46,169	\$42,618	\$44,393
SSO 2-2	\$44,140	\$40,745	\$42,442	SSO 2-3	\$45,649	\$42,138	\$43,893	\$46,289	\$42,728	\$44,509	SSO 2-2	\$46,538	\$42,958	\$44,748	\$47,119	\$43,494	\$45,307
SSO 2-3	\$45,649	\$42,138	\$43,893	SSO 2-4	\$47,159	\$43,531	\$45,345	\$47,820	\$44,142	\$45,981	SSO 2-4	\$48,413	\$44,689	\$46,551	\$49,018	\$45,247	\$47,133
SSO 2-4	\$47,159	\$43,531	\$45,345	SSO 2-5	\$48,669	\$44,925	\$46,797	\$49,351	\$45,555	\$47,453	SSO 2-5	\$49,351	\$45,555	\$47,453	\$49,967	\$46,123	\$48,045
SSO 2-5	\$48,669	\$44,925	\$46,797	SSO 2-5	\$48,669	\$44,925	\$46,797	\$49,351	\$45,555	\$47,453	SSO 2-5	\$49,351	\$45,555	\$47,453	\$49,967	\$46,123	\$48,045
SSO 3-1	\$48,720	\$44,972	\$46,846	SSO 3-2	\$50,014	\$46,167	\$48,090	\$50,715	\$46,814	\$48,764	SSO 3-2	\$50,715	\$46,814	\$48,764	\$51,348	\$47,398	\$49,373
SSO 3-2	\$50,014	\$46,167	\$48,090	SSO 3-3	\$51,308	\$47,361	\$49,335	\$52,027	\$48,025	\$50,026	SSO 3-3	\$52,027	\$48,025	\$50,026	\$52,677	\$48,625	\$50,651
SSO 3-3	\$51,308	\$47,361	\$49,335	SSO 3-4	\$52,602	\$48,556	\$50,579	\$53,340	\$49,237	\$51,288	SSO 3-4	\$53,340	\$49,237	\$51,288	\$54,005	\$49,851	\$51,928
SSO 3-4	\$52,602	\$48,556	\$50,579	SSO 3-5	\$53,896	\$49,750	\$51,823	\$54,652	\$50,448	\$52,550	SSO 3-5	\$54,652	\$50,448	\$52,550	\$55,334	\$51,078	\$53,206
SSO 3-5	\$53,896	\$49,750	\$51,823	SSO 3-5	\$53,896	\$49,750	\$51,823	\$54,652	\$50,448	\$52,550	SSO 3-5	\$54,652	\$50,448	\$52,550	\$55,334	\$51,078	\$53,206
SSO 4-1	\$53,642	\$49,516	\$51,579	SSO 4-2	\$54,666	\$50,461	\$52,563	\$55,432	\$51,168	\$53,300	SSO 4-2	\$55,432	\$51,168	\$53,300	\$56,124	\$51,807	\$53,965
SSO 4-2	\$54,666	\$50,461	\$52,563	SSO 4-3	\$55,689	\$51,405	\$53,547	\$56,469	\$52,125	\$54,297	SSO 4-3	\$56,469	\$52,125	\$54,297	\$57,174	\$52,776	\$54,975
SSO 4-3	\$55,689	\$51,405	\$53,547	SSO 4-4	\$56,712	\$52,350	\$54,531	\$57,507	\$53,083	\$55,295	SSO 4-4	\$57,507	\$53,083	\$55,295	\$58,225	\$53,746	\$55,986
SSO 4-4	\$56,712	\$52,350	\$54,531	SSO 4-5	\$57,735	\$53,294	\$55,514	\$58,544	\$54,041	\$56,292	SSO 4-5	\$58,544	\$54,041	\$56,292	\$59,275	\$54,715	\$56,995
SSO 4-5	\$57,735	\$53,294	\$55,514	SSO 4-5	\$57,735	\$53,294	\$55,514	\$58,544	\$54,041	\$56,292	SSO 4-5	\$58,544	\$54,041	\$56,292	\$59,275	\$54,715	\$56,995



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

From the start of the 2014 school year, category B education support employees and school services officers were 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 employee’s daily rate of pay
- Recall days only occur during the following dates for the 2015 school year:
  - 28 March to 12 April 2015
  - 27 June to 12 July 2015
  - 19 September to 4 October 2015
  - 19 December 2015 to 26 January 2016
- 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 VCEMEA)**

The meal allowance is \$20 per occurrence.

**9.2 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 of \$33 per week tradesperson (carpenter or joiner).

The same rates apply to apprentices.

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

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 2014</b>	\$645
<b>1 February 2015</b>	\$652
<b>1 August 2015</b>	\$665

**9.4 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 and cannot be on call during periods of approved leave or school holidays.

## **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)>