

SALARY SCHEDULES

February 2021

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SALARY SCHEDULE TEACHERS

DATE OF OPERATION: **From 6 December 2020**

The minimum annual rate of salary payable to teachers engaged in the undermentioned classifications shall be as below:

Salary Level	Annual Salary (\$)	Fortnightly Amount (\$)
Step 1	67,758	2,598.08
Step 2	74,313	2,849.42
Step 3	77,090	2,955.90
Step 4	82,104	3,148.16
Step 5	87,077	3,338.84
Step 6	93,169	3,572.43
Step 7	98,948	3,794.02
Step 8	101,053	3,874.73
Step 9	103,163	3,955.64
Step 10	107,048	4,104.60

These guidelines are to be read in conjunction with the Teachers Enterprise Bargaining Agreement

- (1) Persons holding a Limited Authority to Teach shall be placed on step 1 with no further incremental progression.
Classification code 01000
- (2) Less than three year trained teachers shall commence at step 1 and progress to step 8 by annual increments and then by biennial increments to the top of the salary scale
Classification code 01002
- (3) Three year trained teachers shall commence at step 1 and progress to the top of the salary scale by annual increments
Classification code 01003
- (4) Four year trained teachers shall commence at step 2 and progress to the top of the salary scale by annual increments.
Classification code 01004

Relief Teachers

Relief teachers employed for five consecutive working days or less shall be paid the following daily rate:

	<i>Code</i>	Full day	Half day
Casual relief teachers	1600	\$465.84	\$232.92

Relief teachers employed for more than five consecutive working days shall be paid for the period at the rate of salary appropriate to their qualifications and experience on a weekly basis of annual salary divided by forty or a daily basis of annual salary divided by two hundred.

Timesheet code 1601

Senior Teacher Allowance - 6 Dec 2016

	<i>Code</i>	Amount
Senior Teacher (Catholic School)	2004S	\$5,217

ALLOWANCE SCHEDULE PROMOTIONAL POSITIONS

DATE OF OPERATION: **From 6 December 2016**

SECONDARY SCHOOLS PROMOTIONAL POSITION ALLOWANCES

Promotion Position	Category 1 (>1000 students)		Category 2 (601 - 1000 students)		Category 3 (300 - 600 students)		Category 4 (<300 students)	
	Code	Amount (\$)	Code	Amount (\$)	Code	Amount (\$)	Code	Amount (\$)
Level 1	2017	14,540	2005	13,881	2009	11,726	2013	9,380
Level 2	2018	10,176	2006	9,716	2010	8,208	2014	6,564
Level 3	2019	7,267	2007	6,939	2011	5,861	2015	4,688
Level 4	2020	4,362	2008	4,164	2012	3,518	2016	2,813

PRIMARY SCHOOLS PRIMARY SPECIAL RESPONSIBILITY ALLOWANCES (SRAs)

Enrolments	SRAs	Total
<100	1 x 2,759	\$2,759
100 - 300	2 x 2,759	\$5,518
301+	3 x 2,759	\$8,277

Classification code 2508 for full allowance

Classification code 2507 for part allowance - amount to be supplied by school each year

PRIMARY AND SECONDARY SCHOOLS EXEMPLARY TEACHER ALLOWANCE

Exemplary Teacher (Catholic School) 1	2004L	\$4,622
Exemplary Teacher (Catholic School) 2	2004A	\$6,887

SALARY SCHEDULE PRINCIPALS

DATE OF OPERATION:

From 6 December 2020

SECONDARY / PRIMARY PRINCIPALS ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02031	146,316
Category 2	150 - 299	02032	153,603
Category 3	300 - 449	02033	160,889
Category 4	450 - 599	02034	168,174
Category 5	600 - 749	02035	175,460
Category 6	750 - 999	02036	192,219
Category 7	1000 - 1249	02037	199,503
Category 8	1250 - 1499	02038	206,789
Category 9	1500+	02039	214,076

BOARDING

Up to 120 boarders	2506B	18,126
121 - 170 boarders	2506C	21,148
171 plus boarders	2506D	24,170

SCHOOL CAR DEDUCTION

\$176.52 per fortnight
from 6 December 2020

SALARY SCHEDULE DEPUTY PRINCIPALS

DATE OF OPERATION: **From 6 December 2020**

Deputy Principals - pre 1 January 2012 conditions

ENROLMENT

		<i>Classification Code</i>	Base Salary (\$)
Category 1	<150	02131	129,238
Category 2	150 - 299	02132	135,651
Category 3	300 - 449	02133	142,062
Category 4	450 - 599	02134	148,473
Category 5	600 - 749	02135	154,885
Category 6	750 - 999	02136	169,633
Category 7	1000 - 1249	02137	176,043
Category 8	1250 - 1499	02138	182,454
Category 9	1500+	02139	188,867

Deputy Principals - post 1 January 2012 conditions - From 06 December 2020

	Enrolment	<i>Classification Code</i>	Level	Base Salary (\$)
Category 1	<150	02141	Level 3	122,482
			Level 4	125,886
			Level 5	129,292
			Level 6	132,696
Category 2	150 - 299	02142	Level 3	124,667
			Level 4	128,801
			Level 5	132,936
			Level 6	137,068
Category 3	300 - 449	02143	Level 3	126,852
			Level 4	131,715
			Level 5	136,578
			Level 6	141,438
Category 4	450 - 599	02144	Level 3	129,038
			Level 4	134,629
			Level 5	140,219
			Level 6	145,811
Category 5	600-749	02145	Level 3	131,225
			Level 4	137,544
			Level 5	143,863
			Level 6	150,181
Category 6	750 - 999	02146	Level 3	136,252
			Level 4	144,247
			Level 5	152,242
			Level 6	160,238
Category 7	1000 - 1249	02147	Level 3	138,438
			Level 4	147,162
			Level 5	155,886
			Level 6	164,608
Category 8	1250 - 1499	02148	Level 3	140,623
			Level 4	150,075
			Level 5	159,528
			Level 6	168,981
Category 9	1500+	02149	Level 3	142,810
			Level 4	152,990
			Level 5	163,172
			Level 6	173,352

Level 3	Min level for Assistant DP in a secondary school
Level 4	Max level for Assistant DP in a secondary school
Level 5	Min level for DP in a secondary school
Level 6	Max level for DP in a secondary school

SALARY SCHEDULE HEADS OF PRIMARY/MIDDLE/SECONDARY

DATE OF OPERATION: **From 6 December 2020**

Head of Primary / Head of Middle / Head of Secondary

The enrolment numbers to be used are for the applicable portion of the school only. Eg enrolment numbers for the primary portion of the school or for the secondary portion of the school.

ENROLMENT FOR RELEVANT PORTION OF SCHOOL

		<i>Classification Code</i>	Base Salary (\$)
Category 1	<150	02231	129,238
Category 2	150 - 299	02232	135,651
Category 3	300 - 449	02233	142,062
Category 4	450 - 599	02234	148,473
Category 5	600 - 749	02235	154,885
Category 6	750 - 999	02236	169,633
Category 7	1000 - 1249	02237	176,043
Category 8	1250 - 1499	02238	182,454
Category 9	1500+	02239	188,867

SALARY SCHEDULE ASSISTANT PRINCIPALS

ASSISTANT PRINCIPALS COVERED BY A DEED OF AGREEMENT

DATE OF OPERATION: **From 6 December 2020**

ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02331	117,853
Category 2	150 - 299	02332	123,682
Category 3	300 - 449	02333	129,511
Category 4	450 - 599	02334	135,339
Category 5	600 - 749	02335	141,168
Category 6	750 - 999	02336	154,575
Category 7	1000 - 1249	02337	160,402
Category 8	1250 - 1499	02338	166,231
Category 9	1500+	02339	172,061

ASSISTANT PRINCIPALS EMPLOYED UNDER THE TEACHERS ENTERPRISE BARGAINING AGREEMENT (See Agreement for full name)

DATE OF OPERATION: **From 6 December 2016**

ANNUAL ALLOWANCE

Promotion Position	School Enrolment (School 100 - 300)	School Enrolment (School > 300)
	<i>Code</i>	<i>Code</i>
	Amount (\$)	Amount (\$)
One AP	2000A 14,737	N/A N/A
Two APs	2000B 7,071	2000C 14,737
Three APs	N/A N/A	2000D 9,822

SALARY SCHEDULE TEACHERS' AIDES & TEACHING ASSISTANTS

DATE OF OPERATION: **From 1 January 2021**

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate (\$)
Teacher Assistants - General unqualified	Step 1	45,433
	Step 2	46,886
	Step 3	49,086
<i>Classification code 03231</i>		
Teacher Assistants - General qualified	Step 1	51,266
	Step 2	52,802
<i>Classification code 03232</i>		
Teacher Assistants - Special Learning Needs unqualified	Step 1	54,089
	Step 2	55,418
<i>Classification code 03233</i>		
Teacher Assistants - Special Learning Needs qualified	Step 1	56,830
	Step 2	60,089
<i>Classification code 03234</i>		
Aboriginal Teacher Assistants - unqualified	Step 1	54,089
	Step 2	55,418
<i>Classification code 03235</i>		
Aboriginal Teacher Assistants - qualified	Step 1	56,830
	Step 2	60,089
<i>Classification code 03236</i>		
Community Teachers in designated Kimberley Schools	Step 1	58,054
	Step 2	61,231
<i>Classification code 03237</i>		

SALARY SCHEDULE CHILD CARE (LONG DAY CARE)

DATE OF OPERATION: From 1 January 2021

Child Care (Long Day Care)

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate (\$)
Unqualified		
Level 1	Step 1	48,463
<i>Classification code 12101</i>	Step 2	48,973
Cert III or IV qualified		
Level 2	Step 1	53,220
<i>Classification code 12102</i>	Step 2	54,628
Diploma Qualified		
Level 3	Step 1	58,002
<i>Classification code 12103</i>	Step 2	58,779
Assistant Director- Diploma Qualified		
Level 4	Step 1	61,133
<i>Classification code 12104</i>	Step 2	61,327
Director - Degree or Diploma Qualified		
Level 5	Step 1	72,080
<i>Classification code 12105</i>	Step 2	72,687
	Step 3	73,464

Pre-School Teachers - See the Salary Schedule for Teachers page 1

General Conditions

- (1) Accreditation Allowance \$500 per annum *code 2004M*

- (2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 3 hours. See Agreement for full conditions.

- (3) **Junior Rates:** An employee under the age of 21 years who is employed as a Child Care employee Level 1 shall be paid a percentage of the rate applicable to an adult employee. The percentages of the adult rate shall be:

At or under 16 years of age	50%
At 17 years of age	60%
At 18 years of age	75%
At 19 years of age	85%
At 20 Years of age	95%
Thereafter at the adult rate	

SALARY SCHEDULE OUT OF SCHOOL HOURS EMPLOYEES

DATE OF OPERATION: **From 1 January 2021**

Out of School Hours Employees

	Year of Experience	Annual Rate (\$)
Out of School Hours Employees <i>Classification code 12201</i>	Year 1	48,390
	Year 2	52,152
	Year 3	54,385
	Year 4	56,691
	Year 5	58,949

An Out of School Hours employee left in charge of children for a full session shall be paid at his/her ordinary rate plus 10% for the period for which they are left in charge, provided that, if the period for which the employee is left in charge exceeds three days, they shall be paid at the ordinary rate plus 20% for the whole period for which they are in charge.

General Conditions

- (1) Accreditation Allowance \$500 per annum *code 2004M*

- (2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 2 hours. See Agreement for full conditions.

SALARY SCHEDULE SCHOOL EMPLOYEES

DATE OF OPERATION: **From 1 January 2021**

The minimum rates of salary payable to employees shall be:

Gardeners and Cleaners Wages

Classification		Annual Rate (\$)
Cleaner	<i>Code 04040</i>	50,186
Groundsperson	<i>Code 04043</i>	51,036
Groundsperson /Handyperson Grade 1	<i>Code 04044</i>	51,982
Groundsperson /Handyperson Grade 2	<i>Code 04045</i>	52,905
Senior Groundsperson / Handyperson	<i>Code 04046</i>	54,798
Head Groundsperson	<i>Code 04047</i>	64,119

Domestic Employees

Level 2: Kitchen Attendant, Canteen Assistant House Attendant, Dining Attendant, Sewing Attendant, Laundry Attendant	<i>Code 04041</i>	49,628
Level 3: Cooks (Other)	<i>Code 04042</i>	50,113
Level 5: First Cook Grade 1 or Cook working alone	<i>Code 04048</i>	51,982
Sewing Supervisor	<i>Code 04051</i>	51,982

SALARY SCHEDULE ADMINISTRATIVE & TECHNICAL OFFICERS

DATE OF OPERATION: **From 13 June 2020**

The minimum salary payable to employees shall be:

Salary Level	Category A 48 weeks work Annual Rate (\$)		Category B 44 weeks work Annual Rate (\$)		Category C 40 weeks work Annual Rate (\$)
LEVEL 1	<i>Class code 08090</i>		<i>Step</i>		
	48,861	1	46,088	1	42,341
	49,411	2	46,607	2	42,818
	49,935	3	47,101	3	43,272
	50,457	4	47,594	4	43,724
	51,006	5	48,111	5	44,200
	51,556	6	48,630	6	44,677
LEVEL 2	<i>Class code 08091</i>				
	53,153	1	50,137	1	46,060
	54,252	2	51,173	2	47,013
	55,296	3	52,158	3	47,918
	56,397	4	53,197	4	48,872
	57,468	5	54,207	5	49,800
	58,542	6	55,220	6	50,730
LEVEL 3	<i>Class code 08092</i>				
	60,688	1	57,244	1	52,590
	61,994	2	58,476	2	53,722
	63,282	3	59,691	3	54,838
	64,557	4	60,893	4	55,943
	65,865	5	62,127	5	57,076
	67,147	6	63,336	6	58,187
LEVEL 4	<i>Class code 08093</i>				
	63,929	1	60,301	1	55,399
	66,074	2	62,324	2	57,257
	68,219	3	64,348	3	59,116
	70,390	4	66,395	4	60,997
	72,534	5	68,418	5	62,855
	74,680	6	70,442	6	64,715
LEVEL 5	<i>Class code 08094</i>				
	76,459	1	72,120	1	66,257
	77,703	2	73,293	2	67,335
	78,944	3	74,464	3	68,410
	80,188	4	75,637	4	69,488
	81,431	5	76,810	5	70,565
	82,673	6	77,981	6	71,641

Juniors

Percentage of the rate appropriate to Level 1

Under 17 years of age	60%
17 years of age	70%
18 years of age	80%
19 years of age	90%

General Conditions

(1) Accreditation Allowance \$500 per annum *Code 2004M*

(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 1 day. See Agreement for full conditions

(3) First Aid Allowance \$500 per annum *Code 2041*
Code 2041A for part Allowance

SALARY SCHEDULE BOARDING HOUSE SUPERVISORS

DATE OF OPERATION: **From 13 June 2020**

The minimum salary payable to employees shall be:

Salary Level	Annual Rate (\$)
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Supervisor:	<i>Classification Code 09102</i>
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Step 1	49,302
Step 2	50,960
Step 3	53,164
Step 4	55,370
Step 5	57,578
Step 6	59,782
Step 7	63,093
Step 8	66,404

Houseparent:	<i>Classification Code 09103</i>
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Step 1	49,302
Step 2	50,960
Step 3	53,164
Step 4	55,370
Step 5	57,578

The maximum salary level for a houseparent shall be determined as the fifth year of experience.

General Conditions

(1) Accreditation Allowance \$500 per annum *code 2004M*

(2) A relief supervisor shall be paid per rostered shift at a rate calculated at Step 6 divided by 200.

Paycode	1602	\$39.33 Per Hour
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(3) A relief houseparent shall be paid per rostered shift at a rate calculated at Step 5 divided by 200.

Paycode	1603	\$37.88 Per Hour
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LOCATION ALLOWANCE SCHEDULE

AREA: The location allowance is payable to eligible employees in those towns as indicated below.

DATE OF OPERATION: **From 01 July 2019**

Town		Half Rate Allowance per fortnight		Full Rate Allowance per fortnight
	<i>Code</i>	(\$)	<i>Code</i>	(\$)
Balgo Hills	2002A	183.96	2102A	367.92
Beagle Bay	2002C	166.92	2102C	333.84
Billiluna	2002A	183.96	2102A	367.92
Boulder	2002L	18.60	2102L	37.20
Broome	2002G	120.54	2102G	241.08
Carnarvon	2002I	53.10	2102I	106.20
Derby	2002E	125.91	2102E	251.82
Esperance	2002J	33.66	2102J	67.32
Gibb River	2002N	183.96	2102N	367.92
Kalgoorlie	2002L	18.60	2102L	37.20
Karratha	2002F	131.82	2102F	263.64
Kununurra	2002B	157.76	2102B	315.52
Lake Gregory/Mulan	2002P	183.96	2102P	367.92
Lombadina	2002Q	166.92	2102Q	333.84
Mullewa	2002U	30.41	2102U	60.82
Port Hedland	2002H	122.66	2102H	245.32
Red Hill / Halls Creek	2002D	150.80	2102D	301.60
Ringer Soak/Yaruman	2002R	183.96	2102R	367.92
Southern Cross	2002K	30.41	2102K	60.82
Turkey Creek/Warmun	2002T	166.92	2102T	333.84
Wyndham	2002M	156.92	2102M	313.84

NOTE: Full rates are received by staff with a dependant.
Half rates are received by staff with no dependant.