

## Classification Specific - Comparison table

### ADMINISTRATIVE AND TECHNICAL SERVICES

*WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement),  
Roman Catholic Archbishop of Perth Non-Teaching Staff Enterprise Agreement 2014 (Current EBA), and  
Educational Services (Schools) General Staff Award 2020 (Award)*

#### Key Points

- The Classification of Administrative and Technical Services contain an additional Level - Level Six - instead of the five Levels under the Current EBA.
- Each Classification Level contains descriptions of the types of work, experience and qualifications required.
- Full-time employees will move to a 38-hour ordinary week (up from 37.5) with their consent and a salary increase in compensation.
- Home Economics Assistants are now classified as Administrative and Technical Services.
- Casual employees receive a 25% loading up from 20% under the Current EBA.
- Maximum ordinary hours are 38 per week; overtime applies thereafter.
- Part-time employees must be provided with a roster setting out their ordinary working pattern ("Part-time roster"). Work performed outside of their Part-time rostered hours is paid at a casual or overtime rate.
- Rates are between 14% and 49% above the Award.

#### Comparison of Entitlements

<b>NEW</b> to the Proposed Agreement, and currently in the Award	Not in the Award but in the Current EBA	<b>NEW</b> not in the Current EBA <u>or</u> the Award
<ul style="list-style-type: none"> <li>- 10-hour break</li> <li>- On-call/Recall Allowance</li> <li>- Meal Allowance</li> <li>- Make-up Time</li> </ul>	<ul style="list-style-type: none"> <li>- Accreditation Allowance</li> <li>- School Bus Allowance</li> <li>- Location Allowance</li> <li>- Deferred Salary Scheme</li> <li>- Infectious Diseases Leave</li> <li>- Leave Without Pay</li> <li>- Special Leave</li> </ul>	<ul style="list-style-type: none"> <li>- Camp Allowance</li> <li>- Catholic Day</li> <li>- Discretionary Leave Day</li> <li>- Study Leave</li> <li>- Financial Incentive for select regional and remote schools</li> </ul>

Table 1: Comparison of Levels Proposed Agreement and Current EBA

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
<b>SCHEDULE 2 – 1. ADMINISTRATIVE AND TECHNICAL SERVICES</b>		
<b>1.1 Classifications – Explanation and Comparison</b>		
<b>Level 1</b>	<p>An Employee at Level 1 requires no prior experience or formal qualifications to perform the job and usually works under direct supervision. Typical activities may include:</p> <ul style="list-style-type: none"> <li>- Performing a range of general clerical duties</li> <li>- Operating routine office equipment</li> <li>- Performing a reception function</li> <li>- Carrying out minor cash transactions, including receipting, balancing, and banking</li> <li>- Monitoring and maintaining stock levels, such as stationery/materials</li> </ul> <p><b>Typical positions:</b></p> <p>Administration Assistant, ICT Helpdesk, Assistant (unqualified), Other Assistants who perform basic clerical duties.</p>	<p>57(1) Level 1</p> <p>(a) On commencement of employment, the employee shall be placed at one of the following levels, dependent upon classification, qualification and experience.</p> <p>(b) An employee at this level requires no prior experience or formal qualifications in the performance of the job and works under direct supervision.</p> <p><b>Typical positions:</b></p> <p>General clerical assistant, switchboard operator, word processing operator, data entry operator, laboratory attendant, school secretary and any other clerical assistant</p>
<b>Level 2</b>	<p>An Employee at Level 2 performs duties under routine supervision or close supervision for more complex tasks. In addition to Level 1 tasks, typical activities, depending on the role, may include:</p> <ul style="list-style-type: none"> <li>- Performing data/ records management tasks and ordering supplies</li> <li>- Responding to simple inquiries related to the work area</li> <li>- Performing basic library transactions such as preparing displays, cataloguing and locating resources</li> <li>- Maintaining, controlling, operating, and demonstrating equipment with limited complexity</li> <li>- Providing technical support to teachers, including the design and demonstration of tasks.</li> </ul> <p>An Employee at this Level typically has completed Year 12 without work experience or has completed a Certificate I or II with relevant work-related experience.</p> <p><b>Typical positions:</b></p> <p>Administration Assistant, Receptionist, Library Assistant, ICT Assistant (qualified), Finance Assistant, Marketing/ Communications Assistant, Data Entry Assistant.</p>	<p>57(2) Level 2</p> <p>(a) An employee at this level performs duties under general supervision, may have acquired some relevant qualifications and is competent in the performance of tasks associated with Level 1 positions.</p> <p><b>Typical positions:</b></p> <p>In addition to those prescribed for Level 1, are as follows: Library assistant, laboratory assistant, accounts clerk, word processing operator, data process operator, secretarial duties, receptionist/switchboard operator and school secretary.</p>

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
Level 3	<p>An Employee at Level 3 is competent and skilled at performing duties under general direction or supervision with some degree of autonomy. An Employee may have some responsibility for other Employees within the work area. In addition to Level 2 tasks, typical activities, depending on the role, may include:</p> <ul style="list-style-type: none"> <li>- Undertaking a wide range of administrative duties at an advanced level, including providing administrative support to leaders</li> <li>- Managing general enquiries from students, parents, and Employees</li> <li>- Entering financial data and preparing associated reports, including assisting with preparing payroll and reconciliations</li> <li>- Assisting with preparing internal and external publications and websites, including producing, displaying, and publicising materials</li> <li>- Providing technical assistance within their work area and/or assisting students and Employees in accessing information, producing resource materials</li> <li>- Training on audiovisual, computer, and other technical skills to students and teachers</li> <li>- Assisting with supervising students in the library, where some discretion and judgement may be involved.</li> </ul> <p>An Employee at this Level would typically have: Completed Year 12 or hold a Certificate II with relevant work experience, completed a trade Certificate or Certificate III.</p> <p><b>Typical positions:</b></p> <p>Library Officer/ Technician, AV or ICT Technician, Visual Arts Technician, Laboratory Technician, Design &amp; Technology Technician, Food and/or Textile Technician, Other Technicians employed in the school, Receptionist, Assistant Finance Officer, Administration Officer, Student Services Officer, Marketing/ Communications Officer, Arts or Music Administration Officer, First Aid Officer.</p>	<p>57(3) Level 3</p> <p>(a) An employee at this level works as a competent, skilled, autonomous employee and has knowledge, skills and demonstrated capacity to undertake complex tasks. The employee is likely to have TAFE/tertiary or equivalent qualifications.</p> <p><b>Typical Positions:</b></p> <p>A technician employed in the audio visual, computer, media, library or laboratory departments and/or any other technician employed in the school, secretary, bookkeeper, computer system supervisor, senior clerk or senior computer operator, accounts officer, records officer and school secretary.</p>
Level 4	<p>An Employee at Level 4 is fully competent and skilled in performing the job function, with a high degree of autonomy, initiative, and discretion in the work program. They will possess knowledge, skills, and a demonstrated capacity to undertake complex tasks. The Employee may be responsible for supervising other Employees. In addition to Level 3 tasks, typical activities may include:</p> <ul style="list-style-type: none"> <li>- Responsibility for financial and administrative tasks, including Employee records data, purchasing control</li> <li>- Financial reporting, including debtors and creditors transactions and reconciliations</li> <li>- Using web design software, including desktop publishing/web software at an advanced level</li> <li>- Managing confidential correspondence</li> </ul>	<p>57(4) Level 4</p> <p>(a) An employee at this level, through formal qualification or job responsibility, is fully competent in the performance of the job function. An employee at this level would have a high degree of autonomy, initiative and discretion in the work program and may be responsible for the supervision of other administrative and/or technical employees.</p>

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
	<ul style="list-style-type: none"> <li>- Designing and demonstrating experiments within their work area under the supervision of teachers</li> <li>- Liaising with teachers on curriculum matters.</li> </ul> <p>The Employee will typically have the following qualifications and experience: A Certificate III with extensive relevant work experience, A Certificate IV with relevant work experience, A Diploma level qualification with related work Experience: A Post-trade Certificate with extensive relevant experience.</p> <p><b>Typical positions:</b></p> <p>Enrolments Officer/ Assistant Registrar, Senior Administrative Officer, Finance Officer (payables or receivables), Human Resources Officer, Senior Laboratory Technician, Senior Design and Technology Technician or other Advanced Technicians, Marketing/ Communications Officer, Executive Assistant to Deputy Principal, Vocational Education/ Workplace Learning Administration Officer.</p>	<p><b>Typical positions:</b></p> <p>Assistant bursar and/or registrar, senior finance employee, senior laboratory technician, school and/or principal's secretary in a secondary school and office manager with supervisory duties.</p>
Level 5	<p>An Employee at Level 5, through formal qualifications and job responsibilities, is fully competent to perform the job function and may be accountable for the services under their control. An Employee at this Level will exercise more autonomy, initiative, and discretion in the work program than an Employee at Level 4. They may be responsible for the day-to-day management of other Employees and hold budget or financial responsibilities for their function. Typical duties may include:</p> <ul style="list-style-type: none"> <li>- Providing specialist technical advice, direction, and assistance in the Employee's area of expertise and applying knowledge gained through formal study/ qualifications applicable to this Level</li> <li>- Responsibility for preparing and maintaining all school financial records</li> <li>- Responsibility for completing all financial compliance requirements</li> <li>- Undertaking or overseeing the accounts receivable/accounts payable function</li> <li>- Responsibility for administering the payroll function.</li> </ul> <p>The Employee will typically have the following qualifications and experience: A minimum of a Certificate IV with extensive relevant work experience . A relevant degree-level qualification, a post-trade Certificate, and extensive relevant experience as a technician.</p> <p><b>Typical positions:</b></p> <p>Senior ICT Technician, Library, Coordinator, Marketing/ Communications, Coordinator, Executive Assistant to the Principal, Office Coordinator, roles with supervisory and financial responsibilities, HR Advisor.</p>	<p>57(5) Level 5</p> <p>(a) An employee at this level, through formal qualifications and job responsibility, is fully competent in and fully accountable for the performance of the entire job function. The employee shall have relevant TAFE/tertiary or equivalent qualifications; however, there is no requirement for employees employed prior to 1 January 2012 to hold a formal qualification. An employee at this level will have a higher degree of autonomy, initiative and discretion in the work program than a Level 4, may be responsible for the supervision of other administrative and/or technical employees and will have additional responsibilities to a Level 4 employee, which may include financial responsibilities.</p> <p><b>Typical Positions:</b></p> <p>In primary or secondary school: Assistant bursar and/or registrar, senior finance employee, senior IT officer/technician, senior Science Technician, Admin Officer with HR</p>

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA
Clause	Description or entitlement	
		responsibilities, Library Officer solely in charge of a Library, school and/or principal's secretary with financial responsibilities and office manager with financial responsibilities.
Level 6 *NEW	<p>An Employee at Level 6 will exercise a higher degree of autonomy, initiative, and discretion in the work program than an Employee at Level 5. Employees at this level are usually subject-matter experts in their area of accountability and hold budget or financial responsibilities. They may be responsible for the day-to-day management of other employees. Typical duties may include:</p> <ul style="list-style-type: none"> <li>- Leading and managing a finance team in financial management, sound accounting practices and reporting, including compliance and audit</li> <li>- Leading and managing a discretionary function (Human Resources/Marketing) for the school or college.</li> </ul> <p>An Employee at this Level will have at a minimum a relevant tertiary (bachelor's level) qualification and a relevant postgraduate qualification, such as a Certified Accountant or Certified Practising Accountant. They will possess unique, specialised skills, knowledge, and substantial experience considered critical to the school or college's operations.</p> <p><b>Typical positions:</b></p> <p>ICT Manager (secondary and composite school), Accountant, Assistant Business Manager, Marketing/ Communications Manager, Senior Human Resources Advisor.</p>	No equivalent level.

Table 2: Comparison – Ordinary Hours and Penalty Rates

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
<b>SCHEDULE 2</b>				
1.2 (a), (b) Ordinary Hours for Full-time and Part-time employees	<ul style="list-style-type: none"> <li>- Full-time employees work 38 ordinary hours per week, which may be averaged over 2 or 4 weeks</li> <li>- Part-time employees work less than 38 ordinary hours per week under Clause 8 of the Proposed Agreement.</li> <li>- Ordinary hours may be worked on no more than 5 in any 7 days, Monday to Friday, 7.00 am to 6.00 pm</li> </ul>	<ul style="list-style-type: none"> <li>- 54(1) 37.5 ordinary hours per week</li> <li>- Monday to Friday, 7.00 am to 6.00 pm</li> <li>- Spread of hours outside 8.00 am – 5.00 pm by mutual consent</li> </ul>	Provided for.	The Proposed Agreement is neutral with respect to the Award except that the MHR is higher in the Proposed Agreement than in the Award. The Proposed Agreement provides 38 ordinary hours, up 30 minutes from the Current EBA.
14.3 Ordinary Hours (casual)	<ul style="list-style-type: none"> <li>- Maximum of 38 ordinary hours per week. Overtime applies to hours worked beyond 38</li> </ul>	<ul style="list-style-type: none"> <li>- No provision.</li> </ul>	Provided for.	The Proposed Agreement is overall neutral with respect to the Award; however, the MHR is higher and therefore more beneficial. The Proposed Agreement is more beneficial than the Current EBA, as it provides maximum ordinary hours, followed by overtime.
1.2(c), 1.4 Reduced Working Year Arrangement	<ul style="list-style-type: none"> <li>- May work a Reduced Working Year Arrangement as per Clause 11 of the Proposed Agreement and may have their Base Salary averaged over the full calendar year</li> </ul>	<ul style="list-style-type: none"> <li>- 54(2), (3) May work a Reduced Working Year Arrangement</li> </ul>	Provided for.	The Proposed Agreement is neutral in relation to the Award and the Current EBA.
1.4(b) Approved Additional Hours – Reduced Working Year Arrangement	<p><b>During Term-weeks</b> paid the relevant overtime or penalty rates on their MHR that would apply under the Agreement for the additional hours worked; and</p> <p><b>Outside of Term:</b> weeks, paid in accordance with Clause 12- Offer of Additional Work During Non-term-</p>	<ul style="list-style-type: none"> <li>- 54. (4) Additional days of term weeks are paid for at the employee’s daily rate.</li> </ul>	Provided for.	The Proposed Agreement is neutral in relation to the Award and slightly more beneficial than the Current EBA, as it provides that, outside term weeks, additional work is paid at the rate relevant to the work performed rather than the employee’s MHR.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison
Clause	Description or entitlement			
	weeks (at the relevant MHR for the work undertaken).			
<b>57 Overtime – Full-time and part-time</b>	<ul style="list-style-type: none"> <li>- Mon – Sat – first 3 hours are paid at 150% of the MHR</li> <li>- After 3 hours, 200% of the MHR paid</li> <li>- Sunday – 200% of the MHR is paid</li> <li>- Public holidays 250% of MHR is paid</li> </ul>	54(6) Work before or after usual ordinary hours, at employers' direction or beyond 7.5 hours in a day: <ul style="list-style-type: none"> <li>- Mon- Fri – first 2 hours at 150%, after 2 hours 200%</li> <li>- After Sat – Sun – 200%</li> </ul>	Provided for.	The Proposed Agreement remains neutral compared to the Award concerning overtime percentages, but the MHR is higher and therefore more beneficial overall. The Current EBA pays overtime after 2 hours on Monday to Friday, and for all of Saturday, instead of after the first 3 hours under the Proposed Agreement.
<b>57 Overtime – Casuals (includes casual loading)</b>	<ul style="list-style-type: none"> <li>- Mon – Sat – first 3 hours are paid at 175% of the MHR</li> <li>- After 3 hours, 225% of the MHR paid</li> <li>- Sunday - 225% of the MHR</li> <li>- Public holidays 250% of MHR.</li> </ul>	No provision.	Provided for.	The Proposed Agreement is neutral on the Award's overtime percentages, but the MHR is higher than the Award and therefore more beneficial overall. The Proposed Agreement is more beneficial than the Current EBA as it provides overtime pay for casual employees.
<b>Juniors</b>	Provides the percentage of the MHR <ul style="list-style-type: none"> <li>- Under 17: 60%</li> <li>- 17 years old: 70%</li> <li>- 18 years old: 80%</li> <li>- 19 years old: 90%</li> </ul>	54 Juniors Percentage of Level 1 <ul style="list-style-type: none"> <li>- Under 17: 60%</li> <li>- 17 years old: 70%</li> <li>- 18 years old: 80%</li> <li>- 19 years old: 90%</li> </ul>	Provided for.	The Proposed Agreement is neutral towards the Award and the Current EBA.

Table 3 - Comparison Relevant Allowances and Entitlements – Where Applicable to work performed or role

- ✘ Means the entitlement from the Proposed Agreement is not contained in the Current EBA or Award
- ✔ Means the entitlement from the Proposed Agreement is contained in the Current EBA or Award

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison Clause
Clause	Entitlement			
39	Ten-hour break	<span style="color: red;">✘</span>	<span style="color: green;">✔</span>	The Proposed Agreement is neutral towards the Award and more beneficial than the Current EBA, as it does not contain this provision.
43	Accreditation allowance	<span style="color: green;">✔</span>	<span style="color: red;">✘</span>	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA.
44	First Aid Allowance	<span style="color: green;">✔</span>	<span style="color: green;">✔</span>	The Proposed Agreement is neutral in relation to the Current EBA and less beneficial than the Award as the single First Aid Allowance may be split between employees.
45	Location Allowance/ Remote Area Package	<span style="color: green;">✔</span>	<span style="color: red;">✘</span>	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA with regards to the Location Allowances, but more beneficial with regards to the Remote Area Package.
46	School Bus Allowance	<span style="color: green;">✔</span>	<span style="color: red;">✘</span>	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA.
47	Higher Duties Allowance	<span style="color: green;">✔</span>	<span style="color: green;">✔</span>	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
48	On-call and Recall Allowance	<span style="color: red;">✘</span>	<span style="color: green;">✔</span>	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award, except that the MHR is higher under the Proposed Agreement.
49	Meal Allowance	<span style="color: red;">✘</span>	<span style="color: green;">✔</span>	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
51	Camp Allowance	<span style="color: red;">✘</span>	<span style="color: red;">✘</span>	The Proposed Agreement is overall more beneficial than the Current EBA, and the Award as they do not contain a camp allowance.
52	Personal Protective Equipment	<span style="color: red;">✘</span>	<span style="color: red;">✘</span>	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
53	Vehicle Allowance	<span style="color: green;">✔</span>	<span style="color: green;">✔</span>	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
59	Broken Shift Penalty	<span style="color: red;">✘</span>	<span style="color: green;">✔</span>	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
60	Time off instead of overtime	<span style="color: green;">✔</span>	<span style="color: green;">✔</span>	The Proposed Agreement is neutral in relation to the Current EBA and the Award.
61	Make-up time	<span style="color: red;">✘</span>	<span style="color: green;">✔</span>	The Proposed Agreement is more beneficial than the Current EBA and neutral in relation to the Award.
68	Catholic Day	<span style="color: red;">✘</span>	<span style="color: red;">✘</span>	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.

WA Catholic School Support Staff Enterprise Agreement 2024 (Proposed Agreement)		Current EBA	Award	Explanation and comparison Clause
Clause	Entitlement			
72	Deferred salary scheme	✓	✗	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA.
74	Infectious diseases leave	✓	✗	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA.
75	Leave without pay	✓	✗	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA.
82	Special leave	✓	✗	The Proposed Agreement is more beneficial than the Award and neutral in relation to the Current EBA.
83	Discretionary leave	✗	✗	The Proposed Agreement is more beneficial than the Current EBA and the Award, as they do not contain this entitlement.
84	Study leave	✗	✗	The Proposed Agreement is more beneficial than the Current EBA and the Award as they do not contain this entitlement.

Table 4 – Proposed Agreement v Award – School Administrative Services

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement Administrative and Technical Services			Award - School Administration Services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level 1 Step 1	\$31.33	\$62,102	Grade 1 Level 1.2	\$25.85	\$51,262	21%	\$10,840
Level 1 Step 2	\$31.64	\$62,709	Grade 1 Level 1.3	\$26.76	\$53,062	18%	\$9,647
Level 1 Step 3	\$31.93	\$63,289	Grade 1 Level 1.3	\$26.76	\$53,062	19%	\$10,227
Level 1 Step 4	\$32.22	\$63,866	Grade 1 Level 1.3	\$26.76	\$53,062	20%	\$10,804
Level 1 Step 5	\$32.53	\$64,475	Grade 1 Level 1.3	\$26.76	\$53,062	22%	\$11,413
Level 1 Step 6	\$32.84	\$65,082	Grade 1 Level 1.3	\$26.76	\$53,062	23%	\$12,020
Level 2 Step 1	\$33.73	\$66,850	Grade 2 Level 2.1	\$26.96	\$53,453	25%	\$13,397
Level 2 Step 2	\$34.34	\$68,066	Grade 2 Level 2.2	\$27.79	\$55,102	24%	\$12,964
Level 2 Step 3	\$34.92	\$69,221	Grade 2 Level 2.2	\$27.79	\$55,102	26%	\$14,119
Level 2 Step 4	\$35.54	\$70,439	Grade 2 Level 2.2	\$27.79	\$55,102	28%	\$15,337
Level 2 Step 5	\$36.14	\$71,625	Grade 2 Level 2.2	\$27.79	\$55,102	30%	\$16,523
Level 2 Step 6	\$36.74	\$72,814	Grade 2 Level 2.2	\$27.79	\$55,102	32%	\$17,712
Level 3 Step 1	\$37.93	\$75,188	Grade 3 Level 3.1	\$28.13	\$55,786	35%	\$19,402

Proposed Agreement Administrative and Technical Services			Award - School Administration Services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level 3 Step 2	\$38.66	\$76,633	Grade 3 Level 3.2	\$28.64	\$56,782	35%	\$19,851
Level 3 Step 3	\$39.38	\$78,059	Grade 3 Level 3.2	\$28.64	\$56,782	38%	\$21,277
Level 3 Step 4	\$40.09	\$79,468	Grade 3 Level 3.2	\$28.64	\$56,782	40%	\$22,686
Level 3 Step 5	\$40.82	\$80,917	Grade 3 Level 3.2	\$28.64	\$56,782	43%	\$24,135
Level 3 Step 6	\$41.54	\$82,336	Grade 3 Level 3.2	\$28.64	\$56,782	45%	\$25,554
Level 4 Step 1	\$39.74	\$78,775	Grade 4 Level 4.1	\$29.70	\$58,885	34%	\$19,890
Level 4 Step 2	\$40.94	\$81,148	Grade 4 Level 4.2	\$31.19	\$61,839	31%	\$19,309
Level 4 Step 3	\$42.14	\$83,521	Grade 4 Level 4.2	\$31.19	\$61,839	35%	\$21,682
Level 4 Step 4	\$43.35	\$85,924	Grade 4 Level 4.2	\$31.19	\$61,839	39%	\$24,085
Level 4 Step 5	\$44.55	\$88,296	Grade 4 Level 4.2	\$31.19	\$61,839	43%	\$26,457
Level 4 Step 6	\$45.75	\$90,671	Grade 4 Level 4.2	\$31.19	\$61,839	47%	\$28,832
Level 5 Step 1	\$46.74	\$92,639	Grade 5 Level 5.1	\$32.20	\$63,847	45%	\$28,792
Level 5 Step 2	\$47.43	\$94,016	Grade 5 Level 5.2	\$33.74	\$66,905	41%	\$27,111
Level 5 Step 3	\$48.13	\$95,390	Grade 5 Level 5.2	\$33.74	\$66,905	43%	\$28,485
Level 5 Step 4	\$48.82	\$96,766	Grade 5 Level 5.2	\$33.74	\$66,905	45%	\$29,861

Proposed Agreement Administrative and Technical Services			Award - School Administration Services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level 5 Step 5	\$49.51	\$98,142	Grade 5 Level 5.2	\$33.74	\$66,905	47%	\$31,237
Level 5 Step 6	\$50.21	\$99,516	Grade 5 Level 5.2	\$33.74	\$66,905	49%	\$32,611
Level 6 Step 1	\$50.78	\$100,644	Grade 8 Level 8	\$44.52	\$88,283	14%	\$12,361
Level 6 Step 2	\$51.48	\$102,046	Grade 8 Level 8	\$44.52	\$88,283	16%	\$13,763
Level 6 Step 3	\$52.19	\$103,448	Grade 8 Level 8	\$44.52	\$88,283	17%	\$15,165
Level 6 Step 4	\$52.90	\$104,850	Grade 8 Level 8	\$44.52	\$88,283	19%	\$16,567
Level 6 Step 5	\$53.61	\$106,251	Grade 8 Level 8	\$44.52	\$88,283	20%	\$17,968
Level 6 Step 6	\$55.03	\$109,075	Grade 8 Level 8	\$44.52	\$88,283	24%	\$20,792

Table 5 – Proposed Agreement v Award - Curriculum/Resources Services

The following tables compare the Base Salary and Minimum Hourly Rate (MHR) under the Proposed Agreement with the equivalent Award Classification.

Proposed Agreement Administrative and Technical Services			Award – Curriculum/Resources Services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level 1 Step 1	\$31.33	\$62,102	Grade 1 Level 2.1	\$26.96	\$53,453	16%	\$8,649
Level 1 Step 2	\$31.64	\$62,709	Grade 1 Level 2.2	\$27.79	\$55,102	14%	\$7,607
Level 1 Step 3	\$31.93	\$63,289	Grade 1 Level 2.2	\$27.79	\$55,102	15%	\$8,187
Level 1 Step 4	\$32.22	\$63,866	Grade 1 Level 2.2	\$27.79	\$55,102	16%	\$8,764
Level 1 Step 5	\$32.53	\$64,475	Grade 1 Level 2.2	\$27.79	\$55,102	17%	\$9,373
Level 1 Step 6	\$32.84	\$65,082	Grade 1 Level 2.2	\$27.79	\$55,102	18%	\$9,980
Level 2 Step 1	\$33.73	\$66,850	Grade 2 Level 3.1	\$28.13	\$55,786	20%	\$11,064
Level 2 Step 2	\$34.34	\$68,066	Grade 2 Level 3.2	\$28.64	\$56,782	20%	\$11,284
Level 2 Step 3	\$34.92	\$69,221	Grade 2 Level 3.2	\$28.64	\$56,782	22%	\$12,439
Level 2 Step 4	\$35.54	\$70,439	Grade 2 Level 3.2	\$28.64	\$56,782	24%	\$13,657
Level 2 Step 5	\$36.14	\$71,625	Grade 2 Level 3.2	\$28.64	\$56,782	26%	\$14,843
Level 2 Step 6	\$36.74	\$72,814	Grade 2 Level 3.2	\$28.64	\$56,782	28%	\$16,032
Level 3 Step 1	\$37.93	\$75,188	Grade 2 Level 3.1	\$28.13	\$55,786	35%	\$19,402

Proposed Agreement Administrative and Technical Services			Award – Curriculum/Resources Services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level 3 Step 2	\$38.66	\$76,633	Grade 2 Level 3.2	\$28.64	\$56,782	35%	\$19,851
Level 3 Step 3	\$39.38	\$78,059	Grade 2 Level 3.2	\$28.64	\$56,782	38%	\$21,277
Level 3 Step 4	\$40.09	\$79,468	Grade 2 Level 3.2	\$28.64	\$56,782	40%	\$22,686
Level 3 Step 5	\$40.82	\$80,917	Grade 2 Level 3.2	\$28.64	\$56,782	43%	\$24,135
Level 3 Step 6	\$41.54	\$82,336	Grade 2 Level 3.2	\$28.64	\$56,782	45%	\$25,554
Level 4 Step 1	\$39.74	\$78,775	Grade 3 Level 4.1	\$29.70	\$58,885	34%	\$19,890
Level 4 Step 2	\$40.94	\$81,148	Grade 3 Level 4.2	\$31.19	\$61,839	31%	\$19,309
Level 4 Step 3	\$42.14	\$83,521	Grade 3 Level 4.2	\$31.19	\$61,839	35%	\$21,682
Level 4 Step 4	\$43.35	\$85,924	Grade 3 Level 4.2	\$31.19	\$61,839	39%	\$24,085
Level 4 Step 5	\$44.55	\$88,296	Grade 3 Level 4.2	\$31.19	\$61,839	43%	\$26,457
Level 4 Step 6	\$45.75	\$90,671	Grade 3 Level 4.2	\$31.19	\$61,839	47%	\$28,832
Level 5 Step 1	\$46.74	\$92,639	Grade 4 Level 5.1	\$32.20	\$63,847	45%	\$28,792
Level 5 Step 2	\$47.43	\$94,016	Grade 4 Level 5.2	\$33.74	\$66,905	41%	\$27,111
Level 5 Step 3	\$48.13	\$95,390	Grade 4 Level 5.2	\$33.74	\$66,905	43%	\$28,485
Level 5 Step 4	\$48.82	\$96,766	Grade 4 Level 5.2	\$33.74	\$66,905	45%	\$29,861

Proposed Agreement Administrative and Technical Services			Award – Curriculum/Resources Services			Comparison of the Proposed Agreement Rates Award	
Level/Step	MHR	Base Salary	Grade/Step	MHR	Base Salary	% Higher	Base Salary
Level 5 Step 5	\$49.51	\$98,142	Grade 4 Level 5.2	\$33.74	\$66,905	47%	\$31,237
Level 5 Step 6	\$50.21	\$99,516	Grade 4 Level 5.2	\$33.74	\$66,905	49%	\$32,611