



TEACHERS NON-GOVERNMENT PRE-SCHOOL (STATE) AWARD WAGES SCHEDULE

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WAGE RATES

DATE OF OPERATION: The rates of pay in this schedule are effective from the first full pay period commencing on or after 1 July 2004.

1 TWO YEARS TRAINED TEACHER

| Classification/ Incremental Salary Step | Per Annum \$ | Casual Full Day \$ | Casual Half Day \$ | Casual Quarter Day \$ |
|--|-------------------------|---|-------------------------------|--------------------------------------|
| 1 | 30,390 | 148.97 | 74.49 | 37.24 |
| 2 | 33,667 | 165.03 | 82.52 | 41.26 |
| 3 | 35,380 | 173.43 | 86.72 | 43.36 |
| 4 | 37,230 | 182.50 | 91.25 | 45.63 |
| 5 | 38,939 | Maximum rate payable to a casual teacher is | | |
| 6 | 40,711 | Step 4. The said rates include the pro-rata | | |
| 7 | 42,678 | payment in respect of annual holidays, to | | |
| 8 | 43,753 | which the casual teacher is entitled in | | |
| 9 | 44,818 | accordance with the Annual Holidays Act, | | |
| 10 | 46,027 | 1944 | | |

2 THREE YEARS TRAINED TEACHER

| Classification/ Incremental Salary Step | Per Annum \$ | Casual Full Day \$ | Casual Half Day \$ | Casual Quarter Day \$ |
|--|-------------------------|---|-------------------------------|--------------------------------------|
| 1 | 35,015 | 171.64 | 85.82 | 42.91 |
| 2 | 36,796 | 180.37 | 90.19 | 45.09 |
| 3 | 38,719 | 189.80 | 94.90 | 47.45 |
| 4 | 40,496 | 198.51 | 99.25 | 49.63 |
| 5 | 42,340 | Maximum rate payable to a casual teacher is | | |
| 6 | 44,384 | Step 4. The said rates include the pro-rata | | |
| 7 | 45,504 | payment in respect of annual holidays, to | | |
| 8 | 46,607 | which the casual teacher is entitled in | | |
| 9 | 48,467 | accordance with the Annual Holidays Act, | | |
| 10 | 50,402 | 1944 | | |
| 11 | 51,764 | | | |

3 FOUR YEARS TRAINED TEACHER

| Classification/ Incremental Salary Step | Per Annum \$ | Casual Full Day \$ | Casual Half Day \$ | Casual Quarter Day \$ |
|---|-----------------|---|-----------------------|-----------------------------|
| 1 | 37,230 | 182.50 | 91.25 | 45.63 |
| 2 | 39,538 | 193.81 | 96.91 | 48.45 |
| 3 | 41,760 | 204.71 | 102.35 | 51.18 |
| 4 | 44,226 | 216.79 | 108.40 | 54.20 |
| 5 | 46,517 | Maximum rate payable to a casual teacher is | | |
| 6 | 48,467 | Step 4. The said rates include the pro-rata | | |
| 7 | 50,402 | payment in respect of annual holidays, to | | |
| 8 | 52,588 | which the casual teacher is entitled in | | |
| 9 | 54,692 | accordance with the Annual Holidays Act, 1944 | | |

Fortnightly Rates: Full-time teachers shall, subject to the other provisions of the award, be calculated by dividing the per annum rates by 26.07

4 DIRECTOR'S ALLOWANCE

- (a) Full-time teachers appointed as Directors shall be paid, in addition to the amounts payable pursuant to Clause 2 of this Award, an allowance per annum in accordance with the following:

| Units | Directors Allowance per annum |
|-------|-------------------------------|
| 1 | 4,064 |
| 2 | 4,962 |
| 3 | 6,192 |
| 4 | 7,736 |

- (b) A part-time teacher appointed as a Director shall be paid an allowance in accordance with the above table on a proportionate basis to the hours they work.
- (c) Any teacher required by the employer to act as Director for at least ten consecutive working days shall be paid for doing so at the rate prescribed for that position.

Provided that a teacher shall not be required to carry out such duties in an acting capacity for more than a pre-school year except that a teacher may be required to carry out such duties for up to two pre-school years where such teacher is replacing a Director who is on leave for a specified period in excess of a full pre-school year.

5 AUTHORISED SUPERVISOR ALLOWANCE

- (a) Full-time teachers who are appointed as an Authorised Supervisor shall be paid an allowance as set out below and shall be advised by the employer on appointment which allowance is to apply:

- (i) Where the licensee is involved in the operation of the service for an average of **20 hours or more per week** or an average of 80 hours or more in a four week period and a Director is not employed; or

Where a Director is employed,

The Authorised Supervisor shall be paid in addition to the amounts payable pursuant to Clause 2 – Salaries on a fortnightly basis an allowance calculated by dividing the per annum rates set out below by 26.07.

| Units | Authorised Supervisors Allowance per annum \$ |
|-------|--|
| 1 | 1,321 |
| 2 | 1,612 |
| 3 | 2,016 |
| 4 | 2,520 |

- (ii) Where the licensee is involved in the operation of the service for an average of **less than 20 hours per week** or an average of less than 80 hours over a four week period; and a Director is not employed,

The Authorised Supervisor shall be paid, in addition to the amounts payable pursuant to Clause 2 – Salaries on a fortnightly basis an allowance by dividing the per annum rates set out below by 26.07.

| Units | Authorised Supervisors Allowance per annum \$ |
|--------------|--|
| 1 | 2,643 |
| 2 | 3,225 |
| 3 | 4,032 |
| 4 | 5,039 |

Provided that a teacher appointed as an Authorised Supervisor who is not in receipt of the Director's Allowance, shall not be responsible for the day to day operation and management of the Pre-School

- (b) Where a licensee proposes to change his/her hours of attendance which would result in a change in the entitlement of the allowance set out in the above tables, four weeks written notice will be given.
- (c) A part-time teacher who is appointed as an Authorised Supervisor, shall be paid, in addition to the amounts payable pursuant to Clause 2 – Salaries, an allowance in accordance with the above tables on a proportionate basis to the hours they work.
- (d) Any teacher required by the employer to act as Authorised Supervisor for at least ten consecutive working days shall be paid for doing so at the rate prescribed for that position.

Provided that a teacher shall not be required to carry out such duties in an acting capacity for more than a full year except that a teacher may be required to carry out such duties for up to two full years where such a teacher is replacing an Authorised Supervisor who is on leave for a specified period in excess of a full year.

It is not intended that Directors shall be displaced by the appointment of an Authorised Supervisor as a result of the operation of the Authorised Supervisor Allowance

6 PART-TIME AND TEMPORARY TEACHERS

- (a) A part-time teacher, including a temporary part-time teacher, shall be paid at the same rate as a full-time teacher with the corresponding classification, but in that proportion which the teacher's normal hours of attendance bear to the hours which

a full-time teacher at a Full Day Care Centre is normally required to attend.

- (b) A temporary full-time teacher shall be paid at the same rate as that prescribed for a full-time teacher with the corresponding classification.

7 TRAVELLING EXPENSES

- (a) Where a teacher is required to use his or her vehicle in connection with the teacher's employment other than for journeys between home and place of employment, the teacher shall be paid an allowance as follows:

| Item No. | Clause No. | Brief Description | Amount \$ |
|-----------------|-------------------|---|------------------|
| 1 | 2.4(a) | Travel Allowance – use of teacher's own vehicle | 0.25 per km |

- (b) Travelling and other out of pocket expenses reasonably incurred by a teacher in the course of duties required by the employer shall be reimbursed by the employer.