



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

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**WAGE RATES****DATE OF OPERATION:** effective from 23 January 2008.(1) Two Years Trained Teacher

<b>Classification Incremental Step</b>	<b>Current \$ pa</b>	<b>23 January 2008 \$ pa</b>
1	33125	3 4493
2	36697	38212
3	38564	40156
4	40851	42256
5	42444	44196
6	44375	46207
7	46519	48440
8	47691	49660
9	48852	50868
10	50169	52241

**PROVIDED THAT:**

- (i) A Two Years Trained Teacher shall commence on Step 1 of the scale and progress according to normal years of service to Step 10 of the Scale.
- (ii) A Two Years Trained Teacher who, by further study satisfactorily completes the equivalent of one third of a degree course, shall be paid an additional increment with retention of normal incremental date and shall thereafter progress in accordance with normal years of service to Step 10 of the scale.
- (iii) A Two Years Trained Teacher who, as at 1 October, 1991 has completed nine or more years service shall progress to Step 10 of the scale from that date.

(2) Three Years Trained Teacher

<b>Classification Incremental Step</b>	<b>Current \$ pa</b>	<b>23 January 2008 \$ pa</b>
1	38166	39742
2	40108	41763
3	42204	43946
4	44141	45936
5	46151	48056
6	48379	50376
7	49599	51647
8	50802	52899
9	52829	55010
10	54938	57206
11	56423	58752

**PROVIDED THAT:**

- (a) A Three Years Trained Teacher shall commence on Step 1 of the scale and progress according to normal years of service to Step 11 of the Scale.
- (b) A Three Years Trained Teacher who, as of 1 February 1991, has completed eight or more years of full-time service, or its part-time equivalent, shall progress to Step 9 of the scale with retention of normal incremental date, and shall thereafter progress according to normal years of service to Step 11 of the scale.
- (c) A Three Years Trained Teacher being paid on Steps 1 to 10 of the scale who, by further study satisfactorily completes the equivalent of one third of degree course, shall receive a salary advance of one increment with retention of incremental date and shall thereafter progress in accordance with normal years of service to Step 11 of the scale.

(3) Four Years Trained Teacher

<b>Classification Incremental Step</b>	<b>Current \$ pa</b>	<b>23 January 2008 \$ pa</b>
1	40581	42256
2	43096	44876
3	45518	47398
4	48206	50197
5	50704	52797
6	52829	55010
7	54938	57206
8	57321	59687
9	59614	62075

**PROVIDED THAT:**

- (a) A Four Years Trained Teacher shall commence on Step 1 of the scale and progress according to normal years of full-time service as a teacher in early childhood education services for children aged up to 8 years whether conducted by the employer or not, to Step 9 of the scale.
- (b) A Four Years Trained Teacher who, as of 1 February 1991, has completed eight or more years of full-time service, or its part-time equivalent, shall progress to Step 9 of the scale with retention of normal incremental date. .
- (c) Teachers who were employed as at 31<sup>st</sup> December, 1974 and whose salaries were adjusted to an appropriate step on the scale prescribed by the variation to the former Teachers (Non-Government Schools and Pre-Schools) (State) Award published 10<sup>th</sup> September, 1975 (198 IG 2429) shall be deemed then to have had the years of service and to have qualified by the said variation and to have progressed thereafter in accordance with the award.

**(4) Directors 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:

<b>Classification Incremental Step</b>	<b>Current \$ pa</b>	<b>23 January 2008 \$ pa</b>
1	4450	4613
2	5433	5631
3	6781	7029
4	8471	8780

- (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 so doing 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 a 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 averages 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

<b>Classification Incremental Step</b>	<b>Current \$ pa</b>	<b>23 January 2008 \$ pa</b>
1	1446	1499
2	1766	1830
3	2208	2289
4	2759	2860

- (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.

<b>Classification Incremental Step</b>	<b>Current \$ pa</b>	<b>23 January 2008 \$ pa</b>
1	2894	3000
2	3531	3660
3	4415	4576
4	5518	5720

Provided that a teacher appointed as an Authorised Supervisor who is not in Receipt of the Directors Allowance, shall not be responsible for the day to day operation and management of the Early Childhood Services Centre.

- (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) Casual Teachers**

- (a) The salary payable to a casual teacher shall be at the appropriate rate prescribed by subclause 2.1 of the award, in accordance with years of full-time service, divided by 816 in the case of a quarter day payment, or 408 in case of a half day payment or 204 in the case of a daily payment; provided that the maximum rate payable shall be as follows:

Two Year Trained	Fourth Step
Three Years trained	Fourth Step
Four Years trained	Fourth Step

- (b) The said rates include the pro-rata payment in respect of annual holidays, to which the teacher is entitled in accordance with the *Annual Holidays Act, 1944*.

**(8) 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 of 51 cents per kilometre of travel.
- (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.