

**ST ANDREW'S GRAMMAR SCHOOL (ENTERPRISE BARGAINING) AGREEMENT
2014**

WESTERN AUSTRALIAN INDUSTRIAL RELATIONS COMMISSION

PARTIES THE INDEPENDENT EDUCATION UNION OF WESTERN AUSTRALIA, UNION OF EMPLOYEES; ST ANDREWS GREEK ORTHODOX GRAMMAR SCHOOL; UNITED VOICE WA

APPLICANTS

-v-

(NOT APPLICABLE)

RESPONDENT

CORAM COMMISSIONER J L HARRISON

DATE TUESDAY, 1 DECEMBER 2015

FILE NO/S AG 20 OF 2015

CITATION NO. 2015 WAIRC 01058

Result Agreement registered

Representation

Applicants Ms M Cook on behalf of the Independent Education Union of Western Australia, Union of Employees

Order

HAVING heard Ms M Cook on behalf of the Independent Education Union of Western Australia, Union of Employees, and by consent, the Commission, pursuant to the powers conferred on it under the *Industrial Relations Act 1979* hereby orders:

THAT the agreement made between the parties filed in the Commission on 13 November 2015 entitled the St. Andrew's Grammar School (Enterprise Bargaining) Agreement 2014 attached hereto be registered as an industrial agreement in replacement of the St. Andrew's Grammar School (Enterprise Bargaining) Agreement 2009 (No AG 18 of 2011) which by operation of s 41(8) is hereby cancelled.

COMMISSIONER J L HARRISON

**ST. ANDREW'S GRAMMAR SCHOOL (ENTERPRISE BARGAINING)
AGREEMENT 2014**

NO. AG 20 OF 2015

1. – TITLE

This Agreement shall be known as the St. Andrew's Grammar School (Enterprise Bargaining) Agreement 2014 and replaces the St. Andrew's Grammar School (Enterprise Bargaining) Agreement 2009.

2. – ARRANGEMENT

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3. – PARTIES TO THE AGREEMENT

This Agreement is made between St. Andrew's Greek Orthodox Grammar School (the School) and the Independent Education Union of Western Australia, Union of Employees (the IEUWA) and United Voice WA, registered organisations of employees.

4. – RELATIONSHIP TO PARENT AWARD

- (1) This Agreement shall be read and interpreted in conjunction with the following Awards:

Independent Schools' Teachers' Award 1976,
The Independent Schools Administrative and Technical Officers Award 1993, and
Teachers' Aides' Independent Schools Award 1988 (the Awards)

- (2) Where there is any inconsistency between this agreement and the relevant Award, this Agreement will prevail to the extent of the inconsistency.

5. - DEFINITIONS

“Employees” All people employed by the School under the terms of the relevant Awards.

- Independent Schools’ Teachers’ Award 1976,
- The Independent Schools Administrative and Technical Officers Award 1993, and
- Teachers’ Aides’ Independent Schools Award 1988, (the awards)

“Agreement” St. Andrew’s Grammar School (Enterprise Bargaining) Agreement 2014.

“Head of School”, Teachers who manage the staff, curriculum and subject areas for a number of year groups.

“Coordinator”, Teachers who manage the curriculum within a specified Learning Area for a number of year groups.

“Education Assistant”, Employees employed as a Teacher Aide.

“Senior Teacher” shall mean a teacher, appointed as such in accordance with the provisions of this Agreement who has demonstrated high level skills and practice in teaching and who participates as a team member in the development of the school.

6. – SCOPE OF AGREEMENT

- (1) This Agreement shall apply to all employees who are employed within the scope of the Awards as set out in Clause 4 of this Agreement, in Western Australia and who are members or are eligible to be members of the Unions party to this Agreement.
- (2) The number of employees covered by this agreement is 56.

7. – DATE AND DURATION OF AGREEMENT

- (1) This Agreement shall come into effect on 1 January 2014 and shall replace the St. Andrew’s Grammar School (Enterprise Bargaining) Agreement 2009 and shall apply until 31 December 2015.
- (2) On expiration of the agreement and in the absence of the registration of a subsequent enterprise agreement, the provisions of this agreement shall apply until such time as a new agreement is registered and takes effect.
- (3) The parties agree to meet no later than six months before the end of 2015 to negotiate a new Agreement.

8. - SINGLE BARGAINING UNIT

- (1) The union parties to this Agreement have formed a single bargaining unit.
- (2) The single bargaining unit has conducted negotiations with the School and reached full agreement.

9. – OBJECTIVES

The nature and purposes of this Agreement are to:

- (1) Consolidate and further develop initiatives arising out of the award restructuring process.
- (2) Accept a mutual responsibility to maintain a working environment, which will ensure that the School and its employees become genuine participants and contributors to the School’s aims, objectives and philosophy.

- (3) Safeguard and improve the quality of teaching, learning and pastoral care. The parties acknowledge the importance of upgrading of professional skills and knowledge. The School and staff acknowledge that this upgrading of skills and experience can best occur when both the School and staff share responsibility for professional development by undertaking both in-service and external courses and training.
- (4) Ensure the School and all employees share a common responsibility to attract and retain staff of the highest quality.

10. – SALARY RATES

- (1)
 - (a) The School is committed to maintaining salary parity in general terms with the Department of Education for all Teaching staff.
 - (b) In the event of any safety net adjustments being applied to the Awards such adjustments shall not apply unless they are consistent with the State Wage Case Principles.
- (2) Teachers
 - (a) Teachers' salary rates in the St. Andrew's Greek Orthodox Grammar School Agreement shall be as specified in: Appendix I – Teachers Salary Schedules.
 - (b) Notwithstanding the above and Appendix I – Teachers Salary Schedules, after January 1, 2008, if during the life of this agreement the DETwa teachers salaries receive a further general increase, then the rates in Appendix I of this agreement shall increase to that of the DETwa teachers salaries plus a margin of 2.5% gross per annum from the same operative date as the DETwa increase.
 - (c) A three (3) year trained teacher shall progress to Level 2.9 by annual increments and thereafter, shall access the Senior Teacher salary scale in the same manner as a four (4) year trained teacher.
 - (d) Senior Teacher

To progress to the Senior Teacher classification a teacher must apply to the Principal in writing on or before 31 March of the year prior to the possible commencement of the Senior Teacher status addressing each of the criteria listed below on the relevant application forms:

- (i) Complete a minimum of 12 months (1 year) full time equivalent service at Level 2.8 of the salary scale, or one year full time equivalent service at level 2.9 of the salary scale and
 - (ii) Undertake relevant professional development as agreed between the parties or one (1) unit of relevant study at a University or TAFE College.
 - (iii) The teacher will continue to exhibit sound teaching practices, knowledge of relevant academic content areas, involvement in curriculum development, participation in professional development and participation as a team member in the School.
- (e) Level 3 Classroom Teacher

The Level 3 Classroom Teacher classification structure supports the retention of exemplary teachers in the classroom.

To progress to a Level Three (3) Classroom Teacher

- (i) Application for Level Three (3) Classroom Teacher will be made open to permanent teachers. Applicants must be employed by St. Andrew's Greek Orthodox Grammar School at the time of lodging the application and have been in the FTE employ of the School for a minimum of three years.

- (ii) Level Three (3) Teachers are required to negotiate additional duties as per the guidelines agreed upon by the parties within the Policy.
- (3) Administrative and Technical Officers
 - (a) The salary rates at St. Andrew's Greek Orthodox Grammar School Agreement shall be as specified in:
Appendix II – Administrative and Technical Officers Salary Schedules
 - (b) Notwithstanding the above and Appendix II, if during the life of this agreement the Catholic Education ATO (CEO) salaries receive a further general increase, then the rates in Appendix II of this agreement shall increase to that of the Catholic Education ATO salaries plus \$1,500.00 from the same operative date as the CEO increase after 1 January, 2009.
 - (e) Effective from the date of registration of this Agreement, an additional 2.5% per annum increase of the \$1,500.00 allowance shall be implemented.
- (4) Education Assistant
 - (a) The salary rates in the St. Andrew's Greek Orthodox Grammar School Agreement shall be as specified in:
Appendix III – Education Assistant Salary Schedules
 - (b) Notwithstanding the above and Appendix III, if during the life of this agreement the Catholic Education (CEO) Teacher Assistant salaries receive a further general increase, then the rates in Appendix III of this Agreement, shall increase to that of the Catholic Education (CEO) Teacher Assistant salaries plus \$1,500.00 from the same operative date as the CEO increase after January 1, 2009.
 - (c) Effective from the date of registration of this Agreement, an additional 2.5% per annum increase of the \$1,500.00 allowance shall be implemented.
- (5) Promotional Positions and Positions of Responsibilities

The parties agree to review the promotional positions and the terms and conditions during the life of the agreement.

- (a) A teacher with specialist teaching responsibilities relevant to an area and/ or who is a Learning Area Coordinator will receive two (2) periods of Duties Other Than Teaching (DOTT) extra per week as a minimum. A part time teacher shall receive pro rata entitlement.
- (b) A teacher who has a position of responsibility as well as a regular teaching position eg. a Head of Sub-School will receive remuneration and DOTT as determined by the School Board. Head of Sub-School promotional positions are contractual in nature.
- (c) A teacher holding a promotional position will receive an additional five (5) periods of DOTT per week or the time stated in Promotional positions in the Award.

11. - GENERAL CONDITIONS

- (1) The School shall make provisions for a 30 percent discount for the first child and 25 percent for the second child on School fees for any student whose parent is employed by the School and pro-rata for part time employees.
- (2) Employees will be paid in arrears on a fortnightly basis.

- (3) Immunisation
Hepatitis 'B' and Flu immunisations shall be made available to all employees. The fees associated with the treatment are to be borne by the employer. The employer shall determine the choice of provider.

12. – EXTRA CURRICULAR ACTIVITIES

- (1) The parties recognise the involvement of the School in the Greek Community.
- (2) The parties recognise that the following principles apply in addressing the fair and reasonable participation of staff in activities undertaken outside regular classroom contact.
- (a) The efforts of employees who contribute significantly to the life and values of the School should be recognised;
 - (b) There will be collaborative planning between the Principal of the School and employees in the allocation of staff to all activities conducted by the School;
 - (c) The competence, skills and qualifications of employees, including those employed part-time, will be considered in the planning and allocation of activities conducted by the School;
 - (d) Allocation of duties to individual employees will show due consideration for the employees professional development and other commitments and responsibilities;
 - (e) There will be an employee representation at all School activities except Board Meetings and Sub-Committees of the Board;
 - (f) The Principal in dialogue with employee representatives will consider each staff members commitment to extracurricular activities giving consideration to workload expectations and whether the commitment merits payment of an allowance. Any employee who is requested and/or agrees to run an extracurricular activity of one hour or more per week will be remunerated at the rate of \$1,000.00 per annum. Activities that run for less than a school year will be calculated on a pro rata basis.
 - (g) An Application Form needs to be completed and lodged by the due date and signed by the Principal to allow payment of the allowance to occur. The allowance will be paid at the conclusion of each term. No activity can commence without the Principal's approval.
 - (h) All employees attending camp will be paid \$120 gross per day in addition to ordinary salary on the next scheduled pay period upon their return from camp.

13. – AGREED EFFICIENCY IMPROVEMENTS

- (1) Payment of Relief Teachers.
- (a) Notwithstanding the provisions of sub-clause (5) of Clause 14. – Salaries of Appendix IV, relief teachers, employed for five days or less, may be engaged and paid by the day or half day. A half-day is determined as the hours usually worked in the School prior to or immediately following the lunch break.
 - (b) Part-time employees will be given first preference for relief duties.
 - (c) The relief rate is paid in line with the Catholic Education Office Teacher relief pay rates.
- (2) Playground Duty

Where a teacher is required to perform playground supervision such supervision shall as far as possible be rostered so as to allow a fair and reasonable midday break.

(3) DOTT/Preparation

DOTT time minimum allocation as follows:

- (a) All Teaching employees receive a minimum of 20% DOTT of their workload per week.
- (b) Where DOTT is disrupted, the time lost by the Teacher, where possible, shall be reinstated at another time during the current school semester.
- (c) DOTT is not transferable and cannot be committed to any other leave entitlement.
- (d) For major School events such as church visits, Greek National Days, Greek days of special religious significance, Carnival days, Photograph days and unforeseen specially called events by the Principal where the timetable is cancelled for a period of time lost DOTT shall be replaced as per sub clause (b) above. All staff will, however, be expected to attend these events.

(4) Literacy and Numeracy Extension and Remediation

The School acknowledges a 1.0 full time equivalent (FTE) per week Education Assistant be appointed for extension and/or remediation within the School inclusive to Year 9.

(5) Class sizes

- (a) It is agreed that class sizes be as follows unless there are health and safety issues requiring a reduction in class sizes.

Kindergarten classes will have an optimum of 24
Pre-Primary classes will have an optimum class size of 25
Years One to Three will have an optimum class size of 26
Years Four to Ten will have an optimum class size of 28.
Years Eleven and Twelve will have an optimum class size of 25.
MAG and composite classes will have maximum class sizes of 24.

- (b) Where the School wishes to exceed the optimum level the Principal or his/her delegate shall discuss and agree about the provision of appropriate resources with the Teacher concerned prior to the change occurring.
- (c) All parties to this Agreement acknowledge and agree that there will be no further application sought for an increase in optimum or maximum student class numbers at St. Andrew's Greek Orthodox Grammar School within the applicable life of this current Agreement.

(6) Special Needs Students

For classes containing special needs students consideration shall be given by the Principal to reduced class sizes and/or provide additional support for the class teacher. The type of support will depend upon the needs of the particular student and will be negotiated between the Principal or his/her delegate and the classroom teacher. Further consideration will be given to increasing resources

(7) Staff meetings

- (a) It is expected that employees who teach in only one sub-school will attend out-of-hours sub-school "staff meetings" up to a maximum of 4 meetings per term and excluding the two meetings allocated to Professional Development and whole of school meetings. Attendance for part time employees will be paid at their normal part time rate.
- (b) It is expected that employees who teach in more than one sub-school will attend out-of- hours sub-

school "staff meetings" up to a maximum of 4 meetings per term and excluding the two meetings allocated to Professional Development and whole of school meetings. Attendance for part time employees will be paid at their normal part time rate.

(c) Apologies for non-attendance of sub-school meetings must be notified to the respective Head of School or for whole School meetings to the Principal.

(8) First Aid Training.

The school shall pay for two employees per year from each area, i.e. ELC, Primary, Secondary and Administration to attend First Aid training to be attended at a mutually agreed time excluding leave time.

(9) Consultation

The school agrees to work with employees on issues relating to Change Management, Professional Responsibilities, Occupational Health and Safety and dispute settlement in relation to harassment of employees prior to this agreement expiring.

(10) In general, there will be relief Teachers employed for staff absences including PD Days unless an emergency arises.

(11) The parties to this agreement agree to meet and review the position of a qualified Teacher to implement and coordinate the Support and Special Needs programmes.

14. – PERFORMANCE MANAGEMENT

(1) First Teaching Appointment: A teacher appointment to his or her first teaching position who, at the end of the initial twelve months, is deemed by the School, through an appraisal which needs to be completed by the conclusion of Term Three (3), not to have developed adequate teaching skills, may be appointed as a temporary teacher (for the following year) and subject to sub-clause (2) of Clause 2. – Induction of Appendix I of the Independent Schools' Teachers' Award. The appraiser (The principal or his/her delegate) shall be made known to the new Teacher upon his/her appointment.

(2) Ongoing support and advice will be given to all employees about improved teaching techniques and ideas in an environment which fosters positive working relations, by the Principal, Head of School, or mentor.

(3) Newly Appointed Experienced Teachers: A newly appointed experienced teacher to the staff of the School shall be regarded as being on probation for the first twelve (12) months. During this period an appraisal of the teacher will take place and appointment to the permanent staff will be conditional on a successful appraisal, which needs to be concluded by the conclusion of term three (3).

(4) The principal will advise of any change to the status of the first teaching appointment or newly appointed experienced teacher in writing by the end of term three (3) or by mutual agreement when a Teacher requests a later appraisal.

(5) All staff will be involved in and will undertake a Performance Management Appraisal every 2 to 3 years.

15. - LEAVE

(1) Bereavement Leave

(a) Subject to subclause (d) of this clause, on the death of:

(i) the spouse or de-facto spouse of an employee;

(ii) the child or step-child of an employee

- (iii) the parent, step-parent or parent-in-law of an employee;
- (iv) brother or sister of an employee; or
- (v) any person who, immediately before that person's death, lived with the employee as a member of the employee's family or a person the employee can demonstrate with whom they had a significant relationship,

The employee is entitled to paid bereavement leave of up to two days. This does not accrue against sick leave or other leave entitlements.

- (b) The two (2) days need not be consecutive.
- (c) Bereavement Leave is not to be taken during a period of any other leave.
- (d) An employee who claims to be entitled to paid leave under this section is to provide to the employer, if so requested by the employer, evidence that would satisfy a reasonable person as to:
 - (i) the death that is the subject of the leave sought; and
 - (ii) the relationship of the employee to the deceased person.

(2) Carer's Leave

(a) Use of Sick Leave

- (i) An employee with responsibilities in relation to either members of his/her immediate family or members of his/her household who need care and support shall be entitled to use, in accordance with this subclause, any sick leave entitlement for absences to provide care and support for such persons when they are ill. Such leave shall not exceed ten (10) days in any calendar year and is not cumulative.
- (ii) The employee shall, if required, provide a written statement as to the fact of illness of the person for whom the care and support is required.
- (iii) The entitlement to use sick leave is subject to:
 - (aa) the employee being responsible for the care of the person concerned; and
 - (bb) the person concerned being either a member of the employees immediate family or a member of the employees household.
 - (cc) the term "immediate family" includes:
 - (AA) a spouse (including a former spouse), of the employee; and
 - (BB) child or an adult child (including an adopted child, a step child or an ex nuptial child), parent, grandparent, grandchild or sibling of the employee.
- (iv) The employee shall, wherever practicable, give the Principal written notice prior to the absence of the intention to take leave, the name of the person requiring care and his/her relationship to the employee, the reasons for taking such leave and the estimated length of absence. If it is not practicable for the employee to give prior notice of absence, the staff member shall notify the employer by telephone of such absence at the first opportunity on the day of absence.
- (v) Carer's Leave shall be taken in half or full days.

(3) Leave without Pay

- (a) While an employee has the right to apply for leave without pay, the granting of such leave is at the discretion of the Principal.
- (b) An employee may elect, with the consent of the Principal, to take unpaid leave for the purpose of providing care to a family member who is ill.
- (c) Nothing contained in this clause shall prevent an employee from making application for leave as prescribed in the Special Leave clause set out in sub clause (4).
- (d) An employee applying for leave under this clause must state a period of such leave and the reason for which the leave is sought in writing to the Principal.
- (e) Leave without pay does not involve the loss of continuity of service for salary, sick leave and long service leave purposes. Any period exceeding two weeks during which the teacher is absent on leave without pay shall not be taken into account in calculating the period of service for any purposes of this Agreement. In the case of leave without pay, which exceeds eight (8) weeks in a continuous period, the entire period of that leave is exercised in full.
- (f) If an employee is granted leave without pay the question of the employees specific duties on return to work should be considered before the granting of such leave and any arrangements made documented. If no prior arrangement is made an employee upon return to service shall be entitled to a position commensurate with the position held immediately prior to the commencement of such leave.

(4) Special Leave

An employee shall, on sufficient cause being shown, be granted special leave with pay.

- (a) "Sufficient cause" is defined as a matter or situation for which:
 - (i) no other paid leave under Clause 15 of this Agreement is available,
 - (ii) no other arrangements can reasonably be made,
 - (iii) the absence from duty is required due to pressing necessity.
- (b) The period determined at the discretion of the employer having regard to all the circumstances would not normally exceed three (3) days in any one instance.
- (c) Such discretion is not to be harshly or unfairly exercised.
- (d) This does not accrue against sick leave or other leave entitlements.

(5) Personal and Private leave

- (a) The Principal may, upon sufficient cause being shown, grant an employee Personal and Private Leave on full pay not exceeding two (2) working days in any one (1) calendar year subject to the following provisions.
- (b) The employee shall be entitled to use, in accordance with this subclause, any sick leave entitlement not exceeding two (2) days for absences:
 - of a personal and pressing nature; and
 - which arise with little or no notice; and

- which require immediate attention; and
 - which cannot reasonably be conducted outside normal business hours.
- (c) An employee shall be able to take more than one (1) day at any one time of Personal and Private Leave subject to the discretion of the Principal. Personal and Private Leave shall be taken in half or full days.
- (d) Notification of a request for Personal and Private Leave is to be made in writing to the Principal as soon as is practicable
- (e) Failure to notify the Principal as soon as is practicable shall result in this leave being treated as Absent Without Leave.
- (f) An employee may be required by the Principal to provide explanation of the reasons for taking Personal and Private Leave. In such circumstances an employee must provide such notice as soon as is practicable.
- (g) Personal and Private Leave entitlements do not accrue from year to year and are not cumulative.
- (6) Paid parental leave.
- (a) Employees eligible for parental leave, including by way of adoption, shall be entitled to paid leave as follows:
- Primary care giver: 6 weeks paid leave after 2 years continuous service from the commencement of employment. Such leave may be commenced up to two (2) weeks prior to the presumed date of confinement and is able to be taken as a day or more up to the child's first birthday.
- Secondary caregiver: 1 weeks paid leave. Such leave may be commenced up to 2 weeks prior to the presumed date of confinement, and is able to be taken as a day or more up to the child's first birthday.
- (7) Enterprise Bargaining Agreement Leave
- (a) All members of the negotiating team will be provided with at least 1 day for professional training per EBA negotiating period.
- (b) The employee negotiators will receive recompense for DOTT time spent attending to EBA matters.
- (c) Negotiations are to take place in school hours.
- This does not accrue against sick leave or other leave entitlements.
- (8) Long Service Leave
- (a) From the 1st day of January 1998 all employees will accumulate 1.43 weeks of long service leave for each completed year of service with an entitlement to take long service leave once 7 years service has been completed.
- (b) Where an employee has become entitled to a period of long service leave in accordance with this clause, the employer shall advise the employee through the annual statement of leave of the impending entitlement prior to the completion of term 4 in the year preceding the entitlement becoming due. The employee shall commence such leave as soon as possible after the accrual date with nine (9) months notice in writing to the Principal (with a deadline of March 31 of the preceding year) in a manner mutually agreed between the employer and the employee by one of the following options:
- (i) as a semester, with approved leave without pay for that portion which exceeds the long service leave period;

- (ii) as a semester, paid at half their salary rate;
 - (iii) as a term, with any excess entitlement being taken with future long service leave;
 - (iv) as a term, with the excess entitlement being paid for in addition to the ordinary payment of such leave.
- (c) Part time employees will be paid long service leave at an average of the part time rate over the years of accrual.
 - (d) After the first five years of continuous service with the School, employees will be eligible for pro-rata payments of long service leave upon resignation.
- (9) Sick Leave
- (a) An employee who is unable to attend or remain at the place of employment during the normal hours of duty by reason of personal ill health or injury shall be entitled to payment during such absence in accordance with the following provisions.
 - (b) Entitlement to payment shall be twelve and one half day's pay for each completed year of service. Such leave will accrue on a weekly basis. An employee who was actually engaged for all four terms in a calendar year shall be entitled to a year's entitlement.
 - (c) An employee who claims an entitlement under this clause shall provide to the employer evidence that would satisfy a reasonable person of the entitlement.
 - (d) If in the first of successive years of service with the employer, an employee is absent on the ground of personal ill health or injury for a period longer than his/her entitlement to paid sick leave, payment may be adjusted at the end of that year of service, or at the time the employee's services terminate, if before the end of that year of service, to the extent that the employee has become entitled to further paid sick leave during that year of service.
 - (e) A temporary employee shall retain the benefit of accumulated sick leave on appointment as a permanent teacher provided that the service is continuous. For the purpose of this paragraph school vacations shall not be deemed to break the continuity of service.
 - (f) The unused portions of the entitlement to paid sick leave in any one year shall accumulate from year to year and subject to this subclause may be claimed by the teacher if the absence by reason of personal ill health or injury exceeds the period for which entitlement has accrued during that year at the time of the absence. Provided that a teacher shall not be entitled to claim payment for any period exceeding thirteen weeks in any one year of service.
 - (g) An employee on paid leave shall accrue an entitlement to payment under this clause.
 - (h) The provisions of this subclause with respect to payment do not apply to teachers who are entitled to payment under the Workers' Compensation and Rehabilitation Act 1981 nor to employees whose injury or illness is the result of the teacher's own misconduct.

16. – SALARY PACKAGING

- (1) Permanent employees may participate in the School's approved Remuneration Packaging Scheme.
 - (a) For the purposes of this subclause:
 - (i) "Benefits" means the benefits nominated by the employee from the benefits provided by the School.

- (ii) "Benefit Value" means the amount specified by the School as the cost to the School of the benefit provided including Fringe Benefit Tax, if any.
 - (iii) "Fringe Benefit Tax" means tax imposed by the Fringe Benefits Tax Act 1986 as amended.
 - (iv) Salary packaging will be allowed on the understanding that there will be no cost whatsoever to the School, for example Fringe Benefits tax.
 - (v) The School will not provide financial advice and as such all employees are strongly advised to seek personal financial advice before entering into any packaging agreement.
- (b) Conditions
- (i) Except as provided by this subclause, employees must be employed at a salary based on a rate of pay, and on terms and conditions, not less than those prescribed by the Agreement.
 - (ii) For all purposes of the Agreement, salary shall be deemed to include the value of any benefits provided under this subclause.
The School and the employee must agree in writing to the Benefit Value before the packaging arrangement is entered into.
Salary packaging is available for all staff in the School and follows the Salary Packaging Policy arrangements.
 - (iii) Notwithstanding the above, the costs associated with Staff taking out a superannuation salary sacrifice package will be covered by the School.
 - (iv) During the term of this Agreement:
 - (aa) Any employee who takes paid leave on full pay shall receive the Benefits and salary referred to in subclause (2) of this subclause.
 - (bb) If an employee takes leave without pay the staff member will not be entitled to any Benefits during the period of such leave.
 - (cc) If an employee takes leave on less than full pay the staff member shall receive:
 - (AA) the Benefits; and
 - (BB) the amounts of salary calculated as agreed between the School and the employee.

.17. – DEFERRED SALARY

Effective after January 1, 2008 all employees may apply to have their salary payments deferred in accordance with the provisions of this clause.

- (1) Eligibility
 - (a) Employees who have been employed by St. Andrew's Grammar Inc. for a minimum of two (2) years, including full time and part time employees, are eligible to apply.
 - (b) Approval of applications will be determined by the employer based on the needs and requirements of the School.
- (2) Period of Leave
 - (a) The period of leave will be for twelve (12) months, from 1 January to 31 December.

- (b) Participants will not be able to return to a position at the School during the 12 month leave period.
- (c) Should alternative employment be sought during the year of leave, the employee is to advise the employer.
- (d) Only relief work may be undertaken by the employee with the School.
- (e) The year of leave, the fifth year, will be taken in accordance with the conditions as prescribed with this clause relating to leave without pay.

(3) Payment of Salary

During the four year accrual period participants in the scheme will receive 80% of their normal fortnightly/monthly salary and thus will be taxed at this reduced rate of pay. Normal salary is defined as an employee's normal fortnightly salary plus associated allowances.

In the fifth year, when the leave is taken, the participants will receive the money contributed over the four year period. This amount can be paid fortnightly; in one lump sum; or in two payments, one in each of the financial years.

The participant will be taxed only on the amount actually received, in this case approximately 80% of the normal salary (including allowances). This is a significant taxation incentive for participants. It is recommended that, prior to entering into this scheme, prospective participants discuss taxation implications and other related issues with their accountant or financial adviser.

It should be noted that interest is not paid on amounts accumulated during the accrual period. A taxation ruling prohibits such payments on the basis that people taking advantage of a taxation incentive cannot derive interest on these funds. Interest accrued will be utilised to offset the administration costs of the fund.

(4) Suspension of Contributions

- (a) Participation in the scheme will be suspended during any period of unpaid leave. Any period of unpaid leave will reduce payments into the fund and therefore proportionally reduce the accrued payment in the year of leave.
- (b) A participant may elect to suspend contributions for a period of less than twelve months once during the accrual period. This will also reduce the accrued payment in the year of leave.
- (c) St. Andrew's Grammar Inc. retains the discretionary authority to approve suspension for a period of twelve (12) months at the request of the participant. Such a suspension will extend the taking of the year of leave by one (1) year.

(5) Withdrawal

- (a) The participant may withdraw from the scheme at any time by notifying the employer in writing. It should be noted that only the exact money paid into the scheme will be paid in a lump sum on withdrawal and no interest will be paid on this amount.
- (b) The participant who withdraws from the scheme will be taxed on the lump sum payment and any other salary received during the financial year. Significant taxation implications may, therefore, apply.

(6) Long Service leave, Sick Leave and Increment Entitlements

- (a) A participant in the scheme will accrue the above entitlements at 100% of the normal accrual rate over the first four (4) years only. The fifth year, the year of leave, is a non-accrual period.

- (b) If a participant becomes eligible for long service leave during the fourth year of the deferred salary scheme, the long service leave entitlement will further be deferred and taken in the fifth year of the scheme or taken in the final term/semester of the fourth year of the scheme, or the first term/semester of the sixth year.

(7) Workers Compensation

- (a) Participants in the scheme are covered by workers' compensation during the first four years of the scheme at 100% of their normal salary. A participant in receipt of workers compensation during the first four years may elect to continue in the deferred salary scheme or suspend their contributions until their return to full duties.
- (b) Any period of suspension due to workers' compensation shall be undertaken in accordance with subclause (4) of this clause.
- (c) During the fifth year, the year of leave, the participant is not covered by workers' compensation.

(8) Superannuation

Contributions are based on 100% of the participant's normal salary over the first four years only.

(9) Fund management

The scheme will be managed by St. Andrew's Grammar Inc. Participants will receive a statement at the end of each year showing the amount accumulated.

(10) Implementation Date

- (a) Applications are to be forwarded to the Principal by the close of business 31 March of the year prior to the year of commencement.
- (b) The School will endeavour to notify the employee of the result of his or her applications by 30 June of the same year.

18. – SUPERANNUATION

- (1) The superannuation provisions contained in this Agreement shall operate subject to the requirements and regulations of relevant State and Commonwealth Legislation.
- (2) Notwithstanding (1), all contributions shall be remitted within a 28 day period beginning immediately after the end of the month in which they were attributable.

19. – REDUNDANCY PROVISIONS

- (1) It is acknowledged that redundancy is a termination of service because the position the employee occupied is no longer available.
- (a) In considering which employee is to be made redundant the school will:
- Assess its needs;
 - Look at the job being performed and not the individual;
 - Look at the flexibility offered by the employees being considered;
 - Check with staff as to future plans (for example, long service leave, early retirement options or leave without pay) which may impact on the need for a redundancy;
 - Give notice of not less than ten weeks to those employees affected;
 - Terminate positions at the end of the school year whenever possible.

- (b) When there are a number of employees competing for a limited number of positions, decisions about which employees are to be retained will be made after a thorough review of the School's requirements in specific work areas and the qualifications of the employees.
- (c) (i) The School will hold discussions with the employees and the employees' industrial union regarding the possible redundancies. The discussions will cover any reasons for the proposed redundancies, measures being implemented to avoid or minimize the redundancies and measures to mitigate any adverse affects of the redundancies on the employees concerned.
- (ii) All employees of the school will be informed of the procedures that will be undertaken in order to reach a fair and equitable outcome for all concerned.
- (d) To assist the redundant employee the School will:
- Offer part-time or relief employment if this is possible;
 - Check with other schools to see whether there is a suitable vacancy;
 - Provide secretarial assistance with job applications;
 - Permit paid leave to attend job interviews of up to 2 days;
 - Provide the employee with a reference and a statement to the effect that he/she has been released owing to his/her job no longer existing;
 - Give the employee all other entitlements;
 - Permit the employee to leave as soon as mutually convenient any time after being notified that he/she is redundant if alternate employment is found either for or by the employee.
- (e) The following severance pay scale will apply:
- | | |
|-------------------------------|--|
| Less than one year | nil |
| 1 year but less than 2 years | 4 weeks' pay |
| 2 years but less than 3 years | 6 weeks' pay |
| 3 years but less than 4 years | 7 weeks' pay |
| 4 years and over | 2 weeks' pay per year of service to a maximum of 16 weeks' pay |

20. – OCCUPATIONAL SAFETY AND HEALTH

- (1) The parties acknowledge that a preventative approach to occupational safety and health issues is critical to the maintenance of healthy workplaces. The parties will cooperate in the ongoing improvement of the School's policy and consultative structures for occupational safety and health.
- (2) During the life of this Agreement, the parties will continue to develop programmes and strategies to address the following areas:
- (a) Reduction in the incidence and duration of workplace injury.
- (b) Development of programmes and strategies to facilitate the health and well-being of employees.
- (c) Improved data management and reporting systems.
- (3) At all workplaces covered by this Agreement, the School shall ensure compliance with the Occupational Safety and Health Act 1984 including Regulations and Codes of Practice made under that Act and will work towards the implementation of the best achievable levels of safety and health.

21. - DISPUTE RESOLUTION PROCEDURE

A dispute is defined as any question, dispute or difficulty arising out of this agreement. The following procedure shall apply to the resolution of any dispute:

- (1) The immediate parties to the dispute shall make reasonable attempts to resolve the matter by mutual discussion and determination.
- (2) If the immediate parties are unable to resolve the dispute, the matter, at the request in writing of either party, shall be referred to a meeting with the Principal and/or an appointed delegate in an attempt to resolve the matter.
- (3) This meeting must take place within three weeks of the written request unless otherwise agreed to by the parties and both employee and employer will have the right to have representative present.
- (4) If the parties are still unable to resolve the dispute, the matter, at the request of either party shall be referred to a meeting between one of the parties to this agreement and the School.
- (5) If the matter is not then resolved, it may be referred to the Western Australian Industrial Relations Commission.

22. – GRIEVANCE RESOLUTION PROCEDURE

In the matter of all other disputes and grievances, the School's Grievance Resolution Policy will take precedence and will be actioned by all relevant parties to the dispute.

23. – NO FURTHER CLAIMS

It is a condition of this Agreement that the parties will not seek any further claims, with respect to salaries or conditions within the period of this agreement. are consistent with the State Wage Case Principles.

24. – NO PRECEDENT

It is a condition of this agreement that the parties will not seek to use the terms contained herein as a precedent for other enterprise agreements, whether they involve the School or not.

25. – NO REDUCTION

Nothing contained herein shall entitle the School to reduce the salary or conditions of an employee which prevailed prior to entering into this agreement, except where provided by this agreement.

26. – SIGNATORIES

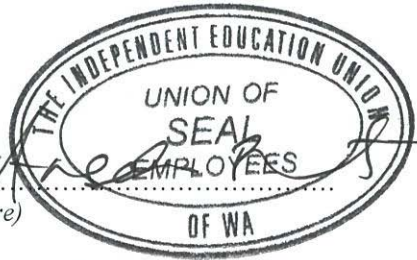


(Signature)

JOHN METAXAS.

(Name of signatory in block letters)

St Andrew's Greek Orthodox Grammar School



(Signature)

..ANGELA BRIANT.....

(Name of signatory in block letters)

Independent Education Union of Western Australia,
Union of Employees.



(Signature)

.....CAROLYN SMITH.....

(Name of signatory in block letters)

United Voice WA

TEACHERS' SALARY SCHEDULE
EFFECTIVE on and from the first pay period on or after 8 December 2013

	Teacher	8-Dec-13	EBA	Gross	Leave	Gross
	Levels	4.25%	ALLOWANCE	Pay	Loading	Pay
		Including	2.5%	Including	Component	EXCLUDING
		Leave Loading	Increment	Leave Loading		Leave Loading
1.1	1.1	48,188	1,205	49,392	654	48,738
1.2	1.2	50,691	1,267	51,958	688	51,270
1.3	1.3	53,614	1,340	54,955	728	54,227
1.4	1.4	55,927	1,398	57,325	759	56,566
1.5	1.5	59,546	1,489	61,035	808	60,227
* 1.6	2.1	63,118	1,578	64,696	857	63,839
1.7	2.2	69,254	1,731	70,985	940	70,045
1.8	2.3	75,792	1,895	77,687	1,029	76,658
2.1	2.4	78,764	1,969	80,733	1,069	79,664
2.2	2.5	81,851	2,046	83,897	1,111	82,786
	2.6	85,060	2,126	87,186	1,155	86,032
2.3	2.7	88,394	2,210	90,604	1,200	89,404
2.4	2.8	91,858	2,296	94,154	1,247	92,908
	2.9	95,459	2,386	97,845	1,296	96,550
Senior Teacher		99,201	2,480	101,681	1,346	100,335

Relief Rates 2013	Full Day	\$413
	Half Day	\$206.50

TEACHERS' SALARY SCHEDULE
EFFECTIVE on and from the first pay period on or after 8 December 2012

	Teacher	8-Dec-12	EBA	Gross	Leave	Gross
	Levels	4%	ALLOWANCE	Pay	Loading	Pay
		Including	2.5%	Including	Component	EXCLUDING
		Leave Loading	Increment	Leave Loading		Leave Loading
1.1	1.1	46,223	1,156	47,379	627	46,751
1.2	1.2	48,625	1,216	49,841	660	49,181
1.3	1.3	51,429	1,286	52,715	698	52,017
1.4	1.4	53,647	1,341	54,988	728	54,260
1.5	1.5	57,119	1,428	58,547	775	57,772
* 1.6	2.1	60,545	1,514	62,059	822	61,237
1.7	2.2	66,431	1,661	68,092	902	67,190
1.8	2.3	72,703	1,818	74,521	987	73,534
2.1	2.4	75,553	1,889	77,442	1,026	76,416
2.2	2.5	78,514	1,963	80,477	1,066	79,411
	2.6	81,592	2,040	83,632	1,107	82,524
2.3	2.7	84,790	2,120	86,910	1,151	85,759
2.4	2.8	88,113	2,203	90,316	1,196	89,120
	2.9	91,567	2,289	93,856	1,243	92,613
Senior Teacher		95,157	2,379	97,536	1,292	96,244

Relief Rates 2012	Full Day	\$396.16
	Half Day	\$198.08

Administrative & Technical Officers					
Increase Effective 15 April 2014					
(Incorporates 2.5% on \$1,500)					
Based on CEO Category A (48 Weeks Work Annual Rate)					
Salary Level	\$	Step	EBA Allowance \$1,500	Additional 2.5%	Total
Level 1	42,700	1	1500	37.5	44,237.50
	43,233	2	1500	37.5	44,770.50
	43,721	3	1500	37.5	45,258.50
	44,218	4	1500	37.5	45,755.50
	44,741	5	1500	37.5	46,278.50
	45,264	6	1500	37.5	46,801.50
Level 2	46,784	1	1500	37.5	48,321.50
	47,830	2	1500	37.5	49,367.50
	48,825	3	1500	37.5	50,362.50
	49,872	4	1500	37.5	51,409.50
	50,892	5	1500	37.5	52,429.50
	51,913	6	1500	37.5	53,450.50
Level 3	53,956	1	1500	37.5	55,493.50
	55,199	2	1500	37.5	56,736.50
	56,425	3	1500	37.5	57,962.50
	57,639	4	1500	37.5	59,176.50
	58,884	5	1500	37.5	60,421.50
	60,105	6	1500	37.5	61,642.50
Level 4	57,042	1	1500	37.5	58,579.50
	59,083	2	1500	37.5	60,620.50
	61,125	3	1500	37.5	62,662.50
	63,191	4	1500	37.5	64,728.50
	65,232	5	1500	37.5	66,769.50
	67,275	6	1500	37.5	68,812.50
Level 5	68,968	1	1500	37.5	70,505.50
	70,152	2	1500	37.5	71,689.50
	71,333	3	1500	37.5	72,870.50
	72,517	4	1500	37.5	74,054.50
	73,699	5	1500	37.5	75,236.50
	74,882	6	1500	37.5	76,419.50

Administrative & Technical Officers

Increase Effective 15 April 2013

(Incorporates 2.5% on \$1,500)

Based on CEO Category A (48 Weeks Work Annual Rate)

Salary Level	\$	Step	EBA Allowance \$1,500	Additional 2.5%	Total
Level 1	41,557	1	1,500	37.5	43,095
	42,066	2	1,500	37.5	43,604
	42,511	3	1,500	37.5	44,049
	43,035	4	1,500	37.5	44,573
	43,544	5	1,500	37.5	45,082
	44,053	6	1,500	37.5	45,591
Level 2	45,532	1	1,500	37.5	47,070
	46,550	2	1,500	37.5	48,088
	47,518	3	1,500	37.5	49,056
	48,537	4	1,500	37.5	50,075
	49,530	5	1,500	37.5	51,068
	50,524	6	1,500	37.5	52,062
Level 3	52,512	1	1,500	37.5	54,050
	53,722	2	1,500	37.5	55,260
	54,915	3	1,500	37.5	56,453
	56,096	4	1,500	37.5	57,634
	57,308	5	1,500	37.5	58,846
	58,496	6	1,500	37.5	60,034
Level 4	55,515	1	1,500	37.5	57,053
	57,502	2	1,500	37.5	59,040
	59,489	3	1,500	37.5	61,027
	61,500	4	1,500	37.5	63,038
	63,486	5	1,500	37.5	65,024
	65,474	6	1,500	37.5	67,012
Level 5	67,122	1	1,500	37.5	68,660
	68,274	2	1,500	37.5	69,812
	69,424	3	1,500	37.5	70,962
	70,596	4	1,500	37.5	72,134
	71,727	5	1,500	37.5	73,265
	72,878	6	1,500	37.5	74,416

Administrative & Technical Officers					
Increase Effective 15 April 2012					
(Incorporates 2.5% on \$1,500)					
Based on CEO Category A (48 Weeks Work Annual Rate)					
Steps	Includes Leave Loading	Excludes Leave Loading	EBA Allowance	Additional 2.5% On the \$1,500	Gross Pay Including SAG EBA Allowance
Level 1					
1	39,863	39,335	1,500	37.5	40,873
2	40,351	39,817	1,500	37.5	41,355
3	40,816	40,276	1,500	37.5	41,814
4	41,281	40,734	1,500	37.5	42,272
5	41,769	41,216	1,500	37.5	42,754
6	42,257	41,697	1,500	37.5	43,235
Level 2					
1	43,676	43,098	1,500	37.5	44,636
2	44,652	44,061	1,500	37.5	45,599
3	45,581	44,977	1,500	37.5	46,515
4	46,558	45,941	1,500	37.5	47,479
5	47,511	46,882	1,500	37.5	48,420
6	48,464	47,822	1,500	37.5	49,360
Level 3					
1	50,371	49,704	1,500	37.5	51,242
2	51,532	50,850	1,500	37.5	52,388
3	52,676	51,978	1,500	37.5	53,516
4	53,809	53,096	1,500	37.5	54,634
5	54,972	54,244	1,500	37.5	55,782
6	56,111	55,368	1,500	37.5	56,906
Level 4					
1	53,252	52,547	1,500	37.5	54,085
2	55,158	54,428	1,500	37.5	55,966
3	57,064	56,308	1,500	37.5	57,846
4	58,993	58,212	1,500	37.5	59,750
5	60,898	60,092	1,500	37.5	61,630
6	62,805	61,973	1,500	37.5	63,511
Level 5					
1	64,386	63,533	1,500	37.5	65,071
2	65,491	64,624	1,500	37.5	66,162
3	66,594	65,712	1,500	37.5	67,250
4	67,699	66,803	1,500	37.5	68,341
5	68,803	67,892	1,500	37.5	69,430
6	69,907	68,981	1,500	37.5	70,519

Educational Assistants Increase effective from 01 January 2014								
Teacher Assistant - General		Annual Rate based on 65hrs/ft	Hourly Rate	Annual Rate based on 70hrs /ft	EBA Allowance	2.5% of \$1500 EBA Allowance	Gross Pay Incl EBA Allowance	Hourly Rate
Unqualified	Step 1	\$37,980.00	\$22.47	\$40,901.54	\$1,500.00	37.5	\$42,439.04	\$23.32
	Step 2	\$39,281.00	\$23.24	\$42,302.62	\$1,500.00	37.5	\$43,840.12	\$24.09
	Step 3	\$41,250.00	\$24.41	\$44,423.08	\$1,500.00	37.5	\$45,960.58	\$25.25
Qualified	Step 1	\$43,201.00	\$25.56	\$46,524.15	\$1,500.00	37.5	\$48,061.65	\$26.41
	Step 2	\$44,576.00	\$26.38	\$48,004.92	\$1,500.00	37.5	\$49,542.42	\$27.22
Teacher Assistant - Special Learning Needs								
Unqualified	Step 1	\$45,728.00	\$27.06	\$49,245.54	\$1,500.00	37.5	\$50,783.04	\$27.90
	Step 2	\$46,918.00	\$27.76	\$50,527.08	\$1,500.00	37.5	\$52,064.58	\$28.61
Qualified	Step 1	\$48,181.00	\$28.51	\$51,887.23	\$1,500.00	37.5	\$53,424.73	\$29.35
	Step 2	\$51,098.00	\$30.24	\$55,028.62	\$1,500.00	37.5	\$56,566.12	\$31.08
Aboriginal Teacher Assistant								
Unqualified	Step 1	\$45,728.00	\$27.06	\$49,245.54	\$1,500.00	37.5	\$50,783.04	\$27.90
	Step 2	\$46,918.00	\$27.76	\$50,527.08	\$1,500.00	37.5	\$52,064.58	\$28.61
Qualified	Step 1	\$48,181.00	\$28.51	\$51,887.23	\$1,500.00	37.5	\$53,424.73	\$29.35
	Step 2	\$51,098.00	\$30.24	\$55,028.62	\$1,500.00	37.5	\$56,566.12	\$31.08
Senior Education Assistant*								
	Step 1	\$49,277.00	\$29.16	\$53,067.54	\$1,500.00	37.5	\$54,605.04	\$30.00
	Step 2	\$52,120.00	\$30.84	\$56,129.23	\$1,500.00	37.5	\$57,666.73	\$31.69

Note: * Senior EA classification is subject to an appraisal and satisfying specific criteria, as determined by negotiation between the Senior EA and the Principal.

EA Relief Rates as at 1 January 2014	
Full Day	\$228.66
Half Day	\$114.33
Calculation for relief rate based on Qualified Step 2	
For example =	$\$49,542 + 20\% (9,908.40) / 52 / 5$

Educational Assistant Salary schedule effective from 01 January 2013

		Annual Rate based on 65hrs/ft	Annual Rate based on 70hrs /ft	EBA Allowance	2.5% of \$1500 EBA Allowance	Gross Pay Incl EBA Allowance	Hourly Rate
Teacher Assistant - General							
Unqualified	Step 1	36,028	38,794	0.80	0.02	40,291	\$22.07
	Step 2	37,263	40,127	0.80	0.02	41,624	\$22.80
	Step 3	39,133	42,135	0.80	0.02	43,632	\$23.90
Qualified	Step 1	40,985	44,143	0.80	0.02	45,640	\$25.00
	Step 2	42,292	45,549	0.80	0.02	47,046	\$25.77
Teacher Assistant - Special Learning Needs							
Unqualified	Step 1	43,382	46,717	0.80	0.02	47,721	\$26.41
	Step 2	44,508	47,940	0.80	0.02	49,429	\$27.08
Qualified	Step 1	45,706	54,695	0.80	0.02	50,715	\$27.78
	Step 2	48,485	52,212	0.80	0.02	53,709	\$29.42
Aboriginal Teacher Assistant							
Unqualified	Step 1	43,382	46,717	0.80	0.02	48,214	\$26.41
	Step 2	44,508	47,940	0.80	0.02	49,437	\$27.08
Qualified	Step 1	45,706	49,218	0.80	0.02	50,715	\$27.78
	Step 2	48,485	52,212	0.80	0.02	53,709	\$29.42
Senior Education Assistant*							
	Step 1	46,759	50,350	0.80	0.02	51,847	\$28.40
	Step 2	49,447	53,253	0.80	0.02	54,750	\$29.99

Note: * Senior EA classification is subject to an appraisal and satisfying specific criteria, as determined by negotiation between the Senior EA and the Principal.

Educational Assistant Salary schedule effective from 01 January 2012

		Hourly Rate	Not Incl. Leave Loading	EBA Allowance \$1,500	Additional 2.5% on \$1500	Gross Pay Incl. EBA Allowance	Hourly Rate
Teacher Assistant - General							
Unqualified	Step 1	20.44	\$37,201	0.82	0.02	38,853	21.28
	Step 2	21.14	\$38,475	0.82	0.02	40,093	21.98
	Step 3	22.2	\$40,404	0.82	0.02	42,028	23.04
Qualified	Step 1	23.25	\$42,315	0.82	0.02	43,945	24.09
	Step 2	23.99	\$43,662	0.82	0.02	45,296	24.83
Teacher Assistant - Special Learning Needs							
Unqualified	Step 1	24.61	\$44,790	0.82	0.02	46,428	25.45
	Step 2	25.25	\$45,955	0.82	0.02	47,596	26.09
Qualified	Step 1	25.93	\$47,193	0.82	0.02	48,838	26.77
	Step 2	27.5	\$50,050	0.82	0.02	51,704	28.34
Aboriginal Teacher Assistant							
Unqualified	Step 1	24.61	\$44,790	0.82	0.02	46,428	25.45
	Step 2	25.25	\$45,955	0.82	0.02	47,596	26.09
Qualified	Step 1	25.93	\$47,193	0.82	0.02	48,838	26.77
	Step 2	27.5	\$50,050	0.82	0.02	51,704	28.34
Senior Education Assistant*							
	Step 1	26.52	\$48,266	0.82	0.02	49,915	27.36
	Step 2	28.05	\$51,051	0.82	0.02	52,708	28.89

Note: * Senior EA classification is subject to an appraisal and satisfying specific criteria, as determined by negotiation between the Senior EA and the Principal.