

SCHEDULE 4: SALARIES (ENGLISH LANGUAGE TEACHERS)

4.1 The minimum salary levels payable to staff in the English Language Centre will be:

BASE SALARIES	EB ROUND 5 – 1st Increase			EB ROUND 5 - 2nd Increase			EB ROUND 5 - 2nd Increase			EB ROUND 5 – 4th Increase		
	from Date: 17/03/2007			from Date: 15/09/2007			from Date: 15/03/2008			from Date: 07/06/2008		
	\$p.a.	\$f.n.	\$hr	\$p.a.	\$f.n.	\$hr	\$p.a.	\$f.n.	\$hr	\$p.a.	\$f.n.	\$hr
1	42774	1645.15	22.383046	44057	1694.50	23.054422	44938	1728.38	23.515437	46286	1780.23	24.220827
2	43569	1675.73	22.799058	44876	1726.00	23.482993	45774	1760.54	23.952904	47147	1813.35	24.671376
3	45166	1737.15	23.634746	46521	1789.27	24.343799	47451	1825.04	24.830455	48875	1879.81	25.575615
4	46799	1799.96	24.489273	48203	1853.96	25.223967	49167	1891.04	25.728414	50642	1947.77	26.500262
5	49341	1897.73	25.819466	50821	1954.65	26.593930	51837	1993.73	27.125589	53392	2053.54	27.939299
6	51035	1962.88	26.705913	52566	2021.77	27.507064	53617	2062.19	28.057038	55226	2124.08	28.899006
7	52729	2028.04	27.592360	54311	2088.88	28.420199	55397	2130.65	28.988488	57059	2194.58	29.858189
8	54425	2093.27	28.479853	56058	2156.08	29.334380	57179	2199.19	29.920984	58894	2265.15	30.818420
9	56289	2164.96	29.455259	57978	2229.92	30.339089	59138	2274.54	30.946102	60912	2342.77	31.874411
10	58482	2249.31	30.602826	60236	2316.77	31.520670	61441	2363.12	32.151230	63284	2434.00	33.115646
11	60525	2327.88	31.671900	62341	2397.73	32.622187	63588	2445.69	33.274725	65496	2519.08	34.273155
12	62326	2397.15	32.614338	64196	2469.08	33.592883	65480	2518.46	34.264783	67444	2594.00	35.292517
Director of Studies												
1	66103	2542.42	34.590790	68086	2618.69	35.628467	69448	2671.08	36.341183	71531	2751.19	37.431188
2	67891	2611.19	35.526426	69928	2689.54	36.592360	71327	2743.35	37.324437	73467	2825.65	38.444270
3	70031	2693.50	36.646259	72132	2774.31	37.745683	73575	2829.81	38.500785	75782	2914.69	39.655678
4	72355	2782.88	37.862376	74526	2866.38	38.998430	76017	2923.73	39.778650	78298	3011.46	40.972266
Casual English Language Teachers												
Teaching	60.46			62.26			63.52			65.42		
Non	30.23			31.13			31.76			32.71		

Teaching = for each hour of face-to-face teaching performed.

Non = for each hour of non-teaching duties performed.

4.2 On appointment, a teacher will be placed on a salary level commensurate with the minimum salary level for their qualification and experience as set out in the Classification Standards Policy (English Language Teachers).

4.3 Category A commences at Level 4 with a maximum of Level 12
 Category B commences at Level 3 with a maximum of Level 12
 Category C commences at Level 2 with a maximum of Level 12
 Category D commences at Level 1 with a maximum of Level 9
 Category E sets out the duties of the Director of Studies

Provided that a Category D teacher who achieves Level 9 may be promoted beyond that level where they can demonstrate that they are able to carry out the full range of duties carried out by a Category A, B or C teacher.

4.4 Progression from one salary level to the next salary level will occur annually, up to the maximum salary level provided for in 3.1 subject to the gaining of new skills, continuing satisfactory conduct, diligence and performance of the staff member against the requirements established for the salary level.

4.5 Position of Responsibility Allowance

4.5.1 Where a Position of Responsibility is required, it will be determined in accordance with the English Language Teacher Categories.

4.5.2 There will be three levels of allowance at the following rates:
 (a) Position of Responsibility Allowance Level 1 \$1871
 (b) Position of Responsibility Allowance Level 2 \$3142
 (c) Position of Responsibility Allowance Level 3 \$4313

4.5.3 A teacher may be appointed to a Position of Responsibility for a period of up to 5 years.

4.5.4 A Position of Responsibility Allowance will be paid in addition to the substantive salary of the teacher appointed to the Position of Responsibility.

4.5.5 A Position of Responsibility Allowance will be paid at the level of experience and responsibilities required to be undertaken. This will be determined by the Director, Professional and Continuing Education in consultation with the Director of Studies.