

## SCHEDULE 6: SALARY AND CONDITIONS (ENGLISH LANGUAGE TEACHERS)

### SALARY

All conditions outlined in this Agreement that apply to Professional staff, other than those specified in this Schedule, will also apply to English Language Teachers.

	Administrative increase paid on 20 June 2009 (4.5% increase)	Administrative increase paid on 3 July 2010 (3% increase)	To be paid on first full pay period on or after 30 June 2011 (3% increase)	To be paid on first full pay period on or after 30 June 2012 (3% increase)	To be paid on first full pay period on or after 31 Dec 2012 (4.5% increase)
<b>SALARY LEVEL</b>					
1	\$48,369	\$49,820	\$51,315	\$52,854	\$55,232
2	\$49,269	\$50,747	\$52,269	\$53,837	\$56,260
3	\$51,074	\$52,606	\$54,184	\$55,810	\$58,321
4	\$52,921	\$54,509	\$56,144	\$57,828	\$60,430
5	\$55,795	\$57,469	\$59,193	\$60,969	\$63,713
6	\$57,711	\$59,442	\$61,225	\$63,062	\$65,900
7	\$59,627	\$61,416	\$63,258	\$65,156	\$68,088
8	\$61,544	\$63,390	\$65,292	\$67,251	\$70,277
9	\$63,653	\$65,563	\$67,530	\$69,556	\$72,686
10	\$66,132	\$68,116	\$70,159	\$72,264	\$75,516
11	\$68,443	\$70,496	\$72,611	\$74,789	\$78,155
12	\$70,479	\$72,593	\$74,771	\$77,014	\$80,480
<b>DIRECTOR OF STUDIES</b>					
1	\$74,750	\$76,993	\$79,303	\$81,682	\$85,358
2	\$76,773	\$79,076	\$81,448	\$83,891	\$87,666
3	\$79,192	\$81,568	\$84,015	\$86,535	\$90,429
4	\$81,821	\$84,276	\$86,804	\$89,408	\$93,431

	Responsibility Allowance effective on approval of agreement (10 % increase)	Responsibility Allowance on 30 June 2011 (3% increase)	Responsibility Allowance on 30 June 2012 (3% increase)	Responsibility Allowance on 31 Dec 2012 (4.5% increase)
<b>ALLOWANCE LEVEL</b>				
1	\$2,058	\$2,120	\$2,184	\$2,282
2	\$3,456	\$3,560	\$3,667	\$3,832
3	\$4,744	\$4,886	\$5,033	\$5,259

	Administrative increase paid on 20 June 2009 (4.5% increase) (23% loading)	Administrative increase paid on 3 July 2010 (3% increase) (25% loading)	To be paid on first full pay period on or after 30 June 2011 (3% increase) (25% loading)	To be paid on first full pay period on or after 30 June 2012 (3% increase) (25% loading)	To be paid on first full pay period on or after 31 Dec 2012 (4.5% increase) (25% loading)
CASUALS (per hour)					
Teaching	68.36	71.56	73.70	75.92	79.34
Non Teaching	34.18	35.78	36.85	37.96	39.67

## CONDITIONS

The standards are applicable to all English language teachers employed by the University of Adelaide.

### a) Teacher Categories

- i. Based on an assessment of a teacher's qualifications, a teacher will be assigned to one of the following categories:

CATEGORY A	Degree and Diploma of Education or equivalent and either a diploma in Teaching English to Speakers of Other Languages (TESOL) (e.g. Dip RSA, Grad Dip TESOL); or post graduate diploma in applied linguistics, languages other than English (LOTE), multicultural education.
CATEGORY B	Degree and Diploma of Education or equivalent plus recognised TESOL certificate; or Degree and Diploma including LOTE/TESOL method.
CATEGORY C	Any Degree/Diploma (3 year minimum) plus recognised TESOL certificate; or Any Degree/Diploma (3 year minimum) including LOTE/TESOL method.
CATEGORY D	Other qualifications not provided for above and/or experience to acquire minimum TESOL qualifications.

- ii. Teachers will be credited with teaching experience and be allocated a higher salary in accordance with the following:
  - One increment for each year of full-time TESOL teaching or equivalent.
  - One increment for each two years of full-time teaching in other courses including other languages to a maximum of three increments.
  - A teacher will accrue equivalent full-time experience for a period of part-time service on a pro-rata basis.
- iii. Progression from one salary level to the next salary level will occur annually, up to the maximum salary level (as set out in the Collective Agreement) 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.

### b) Position of Responsibility Allowance

- i. Where a Position of Responsibility is required, it will be determined in accordance with the English Language Teacher Categories.
- ii. There will be three levels of allowance at the following rates:
- iii. A teacher may be appointed to a Position of Responsibility for a period of up to 5 years.

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

c) Casual English Language Teachers

- i. The casual rates are inclusive of all preparation required and the casual loading will apply in lieu of annual leave, annual leave loading, personal leave and any other leave except for long service leave, unpaid maternity leave or carer's leave in certain circumstances.
- ii. A casual teacher will be paid the minimum rates.
- iii. The minimum salary levels payable to staff in the English Language Centre will be:

Teaching	for each hour of face-to-face teaching performed
Non	for each hour of non-teaching duties performed

- iv. 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) as amended or replaced.

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

- v. 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.
- vi. 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 you against the requirements established for the salary level.