SCHEDULE 5: ENGLISH LANGUAGE TEACHERS - SALARY AND CONDITIONS

1. Application of Schedule

Where there is any inconsistency between this Schedule and the University of Adelaide Enterprise Agreement 2017-2021, this Schedule will prevail and operate exclusively to prescribe conditions of employment for teaching and tutoring staff members engaged in or teaching English as a Second Language (ESL) courses by Professional and Continuing Education.

2. Classifications

2.1 Based on an assessment of a teacher's qualifications, a teacher will be classified in one (1) of the following categories:

(a) Category A—a teacher having a degree and diploma of education or equivalent and either a diploma in Teaching English to Speakers of Other Languages (TESOL)/teaching Languages Other Than English (LOTE); or a postgraduate diploma in applied linguistics, TESOL, teaching LOTE, or multicultural education.

(b) Category B—a teacher having a degree and diploma of education or equivalent plus a recognised TESOL/Teaching LOTE certificate; or a degree and diploma including TESOL/Teaching LOTE method.

(c) Category C—a teacher with a degree/diploma (three (3) year minimum) plus a recognised TESOL/Teaching LOTE certificate; or a degree/diploma (three (3) year minimum) including TESOL/Teaching LOTE method.

(d) Category D—other qualifications not provided for above and/or experience to acquire TESOL/Teaching LOTE qualifications.

2.2 On appointment a full-time teacher will be placed on a salary level as set out in Table 1 below, commensurate with the minimum salary for their qualifications and experience as determined by this Schedule. The progress for a teacher classified as Category A, B, C, or D will be as follows:

(a) Category A commences at Level 4 and progresses to a maximum of Level 12.

(b) Category B commences at Level 3 and progresses to a maximum of Level 12.

(c) Category C commences at Level 2 and progresses to a maximum of Level 12.

(d) Category D commences at Level 1 and progresses to a maximum of Level 9.

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

2.3 Teachers will be credited with teaching experience and be allocated a higher salary in accordance with the following:

(a) One (1) increment for each year of full-time TESOL/Teaching LOTE teaching equivalent; or

(b) One (1) increment for each two (2) years of full-time teaching in other courses to a maximum of three (3) increments;

(c) A teacher will accrue equivalent full-time experience for a period of part-time service on a pro-rata basis.

2.4 Progression from one (1) salary level to the next salary level will occur annually, up to the maximum salary level (as set out in this Schedule) 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.

2.5 For the purpose of this Schedule, experience will mean full-time adult teaching experience or equivalent part-time or casual experience.

2.6 Casual experience will be credited on the basis that 800 face-to-face teaching hours is equivalent to one (1) year of full-time experience.

3. Casual Teaching Staff

3.1 Clause 2.1.3 and 3.11 of this Agreement do not apply to staff members engaged in accordance with this Schedule.

3.2 All casual staff teachers will be paid the all-purpose casual rates of pay set out in Table 3 of this Schedule (below).

3.3 Casual rates of pay 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.

3.4 The 'Teaching' rate set out in Table 3 (below) is payable for each hour of face-to-face teaching performed.

3.5 The 'Non-Teaching' rate set out in Table 3 (below) is payable for each hour of non-teaching duties performed.

4. Responsibility Allowance

4.1 Where a Position of Responsibility is required, it will be determined and paid in accordance with Table 2 of this Schedule (below).

4.2 A teacher may be appointed to a Position of Responsibility for a period of up to five (5) years.

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

4.4 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.

5. Annual Salary

Table 1

	Existing annual salary	Salary effective from 3 March 2018 ($2000 uplift)	Salary effective from 2 March 2019 (1.5% increase)	Salary effective from 14 March 2020 (1.5% increase + $400 uplift)	Salary effective from 13 March 2021 (1.5% increase)
SALARY LEVEL					
1	$62,177	$64,177	$65,140	$66,517	$67,515
2	$63,336	$65,336	$66,316	$67,711	$68,727
3	$65,656	$67,656	$68,671	$70,101	$71,153
4	$68,029	$70,029	$71,079	$72,545	$73,633
5	$71,725	$73,725	$74,831	$76,353	$77,498
6	$74,188	$76,188	$77,331	$78,891	$80,074
7	$76,651	$78,651	$79,831	$81,428	$82,649
8	$79,114	$81,114	$82,331	$83,966	$85,225
9	$81,826	$83,826	$85,083	$86,759	$88,060
10	$85,013	$87,013	$88,318	$90,043	$91,394
11	$87,984	$89,984	$91,334	$93,104	$94,501
12	$90,600	$92,600	$93,989	$95,799	$97,236
Director of Studies					
1	$96,092	$98,092	$99,563	$101,456	$102,978
2	$98,690	$100,690	$102,200	$104,133	$105,695
3	$101,801	$103,801	$105,358	$107,338	$108,948
4	$105,179	$107,179	$108,787	$110,819	$112,481

Table 2

	Existing annual salary	Salary effective from 3 March 2018 ($2000 uplift)	Salary effective from 2 March 2019 (1.5% increase)	Salary effective from 14 March 2020 (1.5% increase + $400 uplift)	Salary effective from 13 March 2021 (1.5% increase)
ALLOWANCE LEVEL					
1	$2,570	$2,609	$2,648	$2,689	$2,729
2	$4,313	$4,378	$4,444	$4,512	$4,580
3	$5,920	$6,009	$6,099	$6,192	$6,285

Table 3

	Existing rate of pay	Salary effective from 3 March 2018 ($2000 uplift)	Salary effective from 2 March 2019 (1.5% increase)	Salary effective from 14 March 2020 (1.5% increase + $400 uplift)	Salary effective from 13 March 2021 (1.5% increase)
CASUALS (per hour)					
Teaching	$89.32	$91.88	$93.26	$95.16	$96.60
Non Teaching	$44.66	$45.94	$46.63	$47.58	$48.30