

SCHEDULES**SCHEDULE 1: RATES AND ALLOWANCES TO BE PAID FOR TEACHERS****1.1 ELICOS SALARIES PAYABLE**

Classification	Step	Current	1.5%	1.5%	3%	3%	3%
			From the start of the first pay period commencing on or after 31/03/14	From the start of the first pay period commencing on or after 30/09/14	From the start of the first pay period commencing on or after 31/03/15	From the start of the first pay period commencing on or after 31/03/16	From the start of the first pay period commencing on or after 31/03/17
Head Teacher	01	89,837	91,185	92,552	95,329	98,189	101,134
	02	91,522	92,895	94,288	97,117	100,030	103,031
	03	93,234	94,633	96,052	98,934	101,902	104,959
Teacher	01	55,115	55,942	56,781	58,484	60,239	62,046
	02	58,109	58,981	59,865	61,661	63,511	65,416
	03	61,100	62,017	62,947	64,835	66,780	68,784
	04	64,098	65,059	66,035	68,016	70,057	72,159
	05	67,096	68,102	69,124	71,198	73,334	75,534
	06	70,087	71,138	72,205	74,372	76,603	78,901
	07	73,081	74,177	75,290	77,549	79,875	82,271
	08	76,074	77,215	78,373	80,725	83,146	85,641
	09	79,068	80,254	81,458	83,902	86,419	89,011
	10	82,066	83,297	84,546	87,083	89,695	92,386

1.2 NEWSTEP SALARIES PAYABLE

Classification	Step	Current	1.5%	1.5%	3%	3%	3%	
			From the start of the first pay period commencing on or after 31/03/14	From the start of the first pay period commencing on or after 30/09/14	From the start of the first pay period commencing on or after 31/03/15	From the start of the first pay period commencing on or after 31/03/16	From the start of the first pay period commencing on or after 31/03/17	
Head Teacher	01	91,853	As at the date this Agreement takes effect					
			01	91,185	92,552	95,329	98,189	101,134
			02	92,895	94,288	97,117	100,030	103,031
			03	94,633	96,052	98,934	101,902	104,959
Teacher	01	59,290	60,179	61,082	62,915	64,802	66,746	
	02	61,795	62,722	63,663	65,573	67,540	69,566	
	03	65,133	66,110	67,102	69,115	71,188	73,324	
	04	68,475	69,502	70,545	72,661	74,841	77,086	

Classification	Step	Current	1.5%	1.5%	3%	3%	3%
			From the start of the first pay period commencing on or after 31/03/14	From the start of the first pay period commencing on or after 30/09/14	From the start of the first pay period commencing on or after 31/03/15	From the start of the first pay period commencing on or after 31/03/16	From the start of the first pay period commencing on or after 31/03/17
	05	70,982	72,047	73,127	75,321	77,581	79,908
	06	74,324	75,439	76,570	78,868	81,234	83,671
	07	77,662	78,827	80,009	82,410	84,882	87,428
	08	80,169	81,372	82,592	85,070	87,622	90,251
	09	83,507	84,760	86,031	88,612	91,270	94,008

2.0 CASUAL RATES

2.1 ELICOS CASUAL RATES

	Current	1.5%	1.5%	3%	3%	3%
		From the start of the first pay period commencing on or after 31/03/14	From the start of the first pay period commencing on or after 30/09/14	From the start of the first pay period commencing on or after 31/03/15	From the start of the first pay period commencing on or after 31/03/16	From the start of the first pay period commencing on or after 31/03/17
Casual Loading	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Casual Contact Teaching Rate (1 contact hour and 1 hour duties associated with teaching)	80.45	81.66	82.88	85.37	87.93	90.57
Casual Non-Teaching Rate (per hour worked)	40.22	40.82	41.44	42.68	43.96	45.28

2.2 NEWSTEP CASUAL RATES

	Current	1.5%	1.5%	3%	3%	3%
		From the start of the first pay period commencing on or after 31/03/14	From the start of the first pay period commencing on or after 30/09/14	From the start of the first pay period commencing on or after 31/03/15	From the start of the first pay period commencing on or after 31/03/16	From the start of the first pay period commencing on or after 31/03/17
Casual Loading	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Casual Contact Teaching Rate (1 contact hour and 2 hours duties associated with teaching)	105.72	107.31	108.92	112.18	115.55	119.01
Casual Non-Teaching Rate (per hour worked)	52.86	53.65	54.46	56.09	57.77	59.51

- 2.3 Any duties that a casual Newstep staff member is required to perform in addition to or separate from teaching for which the Contact Teaching Rate is paid, will be paid at the Casual Non-Teaching Rate. These duties may include: setting and/or marking of subject or course-wide examinations, essays or assessment tasks; activities associated with the coordination of subjects; attendance at meetings; curriculum development; developing assessment programs; and preparation of substantial subject guides or reading lists.
- 2.4 Where a casual staff member is required to teach students in the course of an excursion or study tour, these hours will be paid at the appropriate contact hour or tuition rate. All other hours worked will be paid at the appropriate non-teaching rate for ELICOS, and Newstep, or for Community Music Teachers the other duties rate. Where a staff member is required to work outside the span of hours identified in Hours of Work – Clause 41, overtime rates will be paid.

3.0 COMMUNITY MUSIC TEACHERS SALARY RATES

Community Music Teachers	Current	1.5%	1.5%	3%	3%	3%
		From the start of the first pay period commencing on or after 31/03/14	From the start of the first pay period commencing on or after 30/09/14	From the start of the first pay period commencing on or after 31/03/15	From the start of the first pay period commencing on or after 31/03/16	From the start of the first pay period commencing on or after 31/03/17
Casual Loading	25.00%	25.00%	25.00%	25.00%	25.00%	25.00%
Tuition * (1 tuition hour and up to 1 hour of duties associated with tuition)	67.99	69.01	70.04	72.15	74.31	76.54
Other Duties ** (per hour worked)	34.01	34.52	35.04	36.09	37.17	38.29
Musical Accompaniment *** (1 accompaniment hour and 1 hour duties associated with accompaniment)	67.99	69.01	70.04	72.15	74.31	76.54
Musical Accompaniment and Other Duties **** (per hour worked)	34.01	34.52	35.04	36.09	37.17	38.29

*****Tuition**** includes single or class instrumental or vocal tuition, or classroom tuition in early childhood music or musicianship, music craft, song writing, or the tuition of an ensemble group and includes duties associated with the delivery of such tuition.

*****Duties associated with tuition**** includes time spent consulting with students or parents, lesson preparation, marking or student performance assessment undertaken within the scheduled tuition time, basic administration such as roll maintenance, online pay claims and liaising with administration staff and the Coordinator of Conservatorium and Community Programs and communicating through the University email system.

*****Other duties**** includes attendance at approved staff meetings, curriculum development, preparation of additional ensemble material, preparation of Activity Proposals, assessments, supervision of student excursions, tours and concerts approved by the University, or any other duties

required to be performed in addition to Clause 42.20 and 42.21. 'Other duties' will reflect workload associated with larger student cohorts in classes and ensembles and/or workload associated with being a coordinator.

*** **Musical Accompaniment** where the accompanist is required to accompany students in public concerts and studio recitals authorised by the University, the rate of pay will recognise preparation, rehearsal and performance. For Performance of major works requiring considerable preparation and/or performance time, payment for additional hours are to be decided by the Director.

**** **Musical Accompaniment and Associated Duties** (involves playing for rehearsals of choirs or other ensembles, where directed by the University).

4.0 ALLOWANCES and ROLES

4.1 Program Convenor Allowance

Program Convenor Rate = Head Teacher Rate + Loading		1.5%	1.5%	3%	3%	3%
		From the start of the first pay period commencing on or after 31/03/14	From the start of the first pay period commencing on or after 30/09/14	From the start of the first pay period commencing on or after 31/03/15	From the start of the first pay period commencing on or after 31/03/16	From the start of the first pay period commencing on or after 31/03/17
Loading - \$ per year	7,000	7,105	7,212	7,428	7,651	7,880

4.2 The Deputy Program Convenor role is paid at the Head Teacher rate

4.3 First Aid Allowance

When a staff member is appointed by the University to be responsible for first-aid facilities, injury records and providing first-aid to other staff members and/or students, that staff member will be paid an allowance at the rate of \$16.00 per week as varied from time to time, during the period of appointment provided that the staff member possesses a current first-aid certificate of the St. John Ambulance Association or an equivalent first-aid qualification.