

Without Prejudice

EB9 Queensland Catholic Schools

Employer Offer - Teacher, Middle and Senior Leader Salaries (15/5/2020)

Teachers					
Classification Level	1-Jul-18	1-Jul-19	1-Jul-20	1-Jul-21	On or after 1-Jul-22*
		2.50% Increase	2.50% Increase	2.50% Increase	
Graduate	70,080	71,833	73,628	75,470	<i>*In the 4th year of the EA, the wage increase will be the same headline percentage wage increase and operative date as for EQ teachers in 2022.</i>
Proficient 1	73,506	75,342	77,226	79,157	
Proficient 2	76,996	78,922	80,894	82,916	
Proficient 3	80,618	82,634	84,701	86,819	
Proficient 4	87,390	89,574	91,812	94,108	
Proficient 5	90,876	93,148	95,478	97,865	
Proficient 6	93,031	95,355	97,740	100,184	
Proficient 7	97,296	99,728	102,222	104,779	
Proficient 8	100,936	103,459	106,044	108,695	
Experienced Proficient Teacher					110,500 plus increase*
Highly Accomplished Teacher	106,936	111,725	114,520	117,382	<i>*In the 4th year of the</i>
Lead Teacher	116,936	121,975	125,024	128,149	
Middle Leaders					
	P6 Cap[#]	P7 Cap[#]	P7 Cap[#]	P8 Cap[#]	
Allowances	1-Jul-18	1-Jul-19	1-Jul-20	1-Jul-21	
		2.50% Increase	2.50% Increase	2.50% Increase	
Tier 1.1	5,270	5,402	5,537	5,675	
Tier 1.2	7,905	8,103	8,305	8,513	
Allowances P1 to P4					
Tier 2	10,543	10,807	11,077	11,354	
Tier 2 + Complexity Loading of 1 Unit	13,172	13,501	13,839	14,185	
Tier 3	15,810	16,205	16,610	17,026	
Tier 3 + Complexity Loading of 1 Unit	18,442	18,903	19,376	19,860	
Tier 4	19,128	19,606	20,096	20,599	
Tier 4 + Complexity Loading of 1 Unit	19,128	19,606	20,096	20,599	
Tier 5	19,128	19,606	20,096	20,599	
Substantive Salaries P5 to P8					
Tier 2	103,574	110,535	113,299	120,049	
Tier 2 + Complexity Loading of 1 Unit	106,203	113,229	116,061	122,880	
Tier 3	108,841	115,933	118,832	125,721	
Tier 3 + Complexity Loading of 1 Unit	111,473	118,631	121,598	128,555	
Tier 4	112,159	119,334	122,318	129,294	
Tier 4 + Complexity Loading of 1 Unit	112,159	119,334	122,318	129,294	
Tier 5	112,159	119,334	122,318	129,294	
Senior Leaders					
Assistant Principal	1-Jul-18	1-Jul-19	1-Jul-20	1-Jul-21	
Level 1 (Deleted)	115,908				
Level 2	118,820	121,791	124,836	130,516	
Level 3	121,609	124,649	127,765	133,578	
Level 4 (Added)		127,774	130,968	136,927	
Deputy Principal					
Level 1 (Deleted)	118,820				
Level 2	121,609	124,649	127,765	133,578	
Level 3	124,658	127,774	130,968	136,927	
Level 4	127,700	130,893	134,165	140,270	
Level 5	130,907	134,180	137,535	143,793	
Diocesan Primary Schools Senior Leadership Allowances					
Enrolment (APRE/REC)	P6 Cap[#]	P7 Cap[#]	P7 Cap[#]	P8 Cap[#]	
	1-Jul-18	1-Jul-19	1-Jul-20	1-Jul-21	
		2.50% Increase	2.50% Increase	2.50% Increase	
< 151	7,654	7,845	8,041	8,243	
151-199	10,943	11,217	11,497	11,784	
200-250	10,943				
251-325	14,229				Senior Leadership Salary (Assistant Principal) applies

S4.3 of Schedule 4 currently provides payment of a teacher's substantive rate and ML allowance up to Proficient 6. This clause will be amended to implement the proposed transition up to Proficient 7 from 1 July 2019 and then applying Proficient 8 from 1 July 2021.