

With Compliments from the Queensland Teachers' Union

(As paid under the Teaching in State Education Award - State 2016 and the Department of Education and Training State School Teachers' Certified Agreement 2016)

Salaries as at 1 July 2016

Stream 1 – Classroom Teachers

Band and Step	2 & 3 year trained codes	4-year trained codes	Gross Per Fortnight	Gross Per Annum
	\$	\$	\$	\$
<b>BAND 1</b>				
Step 1	B2101		\$2,254.80	\$58,826
Step 2	B2102		\$2,332.30	\$60,848
<b>BAND 2</b>				
Step 1	B2201	B0201	\$2,530.60	\$66,022
Step 2	B2202	B0202	\$2,663.00	\$69,476
Step 3	B2203	B0203	\$2,795.70	\$72,938
Step 4	B2204	B0204	\$2,929.10	\$76,418
<b>BAND 3</b>				
Step 1	B2301	B0301	\$3,040.20	\$79,317
Step 2	B2302	B0302	\$3,151.80	\$82,228
Step 3	B2303	B0303	\$3,262.70	\$85,122
Step 4	B2304	B0304	\$3,380.00	\$88,182

**SENIOR TEACHER**

(Salaries and allowance as at 1 July 2016)

		gross p.f	<u>Allowances</u> gross p.a
2 & 3-year trained	A2 301 A2 302 A2 303	\$155.00	\$4,043.80
4-year trained (and 2-3-yr trained at band 3 step 4)	A0 304	\$3 535.00	\$92 226
Experienced Senior Teacher	A0 401	\$3 641.20	\$94 996

**ALLOWANCES**

Teachers Seconded for Special Duties	\$155.00 p.f.	(as from 1.07.16)
Teachers in Specified Sites	\$33.80 p.f.	(as from 1.07.16)

## PROMOTIONAL POSITIONS

(Classifications as at July 1 2016)

(Department of Education and Training State School Teachers' Certified Agreement 2016 Schedule 1)

### Stream 2 - Heads of Program:

Heads of Curriculum, Primary and Special Schools	-	ST2 - 1
Heads of Department, Secondary Schools	-	ST2 - 2
Heads of Special Education Services	-	Assigned to the relevant Bands on the basis of evaluation of individual positions
Guidance Officers	-	ST2 - 2
Senior Guidance Officers	-	ST2 - 3

Band		Salary Step 1 \$	Salary Step 2 \$	Salary Step 3 \$
ST2 - 1 HOCS	p.f.	3 882.90	3983.70	4069.30
	p.a.	101 302	103 932	106 165
ST2 - 2 HODs/HOSES/GO	p.f.	4069.30	4174.70	4274.60
	p.a.	106 165	108 915	111 521
ST2 - 3 HOSES/SGOs	p.f.	4264.80	4374.70	4490.10
	p.a.	111 266	114 133	117 144
ST 2 - 4	p.f.	4 486.40	4 595.60	4 710.90
	p.a.	117 047	119 896	122 904

### Stream 3 - Deputy School Leaders

Deputy Principal (Primary and Special - enrolment norm less than Band 9)	-	ST3 - 2
Deputy Principal (Primary and Special - enrolment norm Band 9 and above)	-	ST3 - 3
Deputy Principal (Secondary)	-	ST3 - 3

Band		Salary Step 0 \$	Salary Step 1 \$	Salary Step 2 \$	Salary Step 3 \$
ST3 - 2 (Band 6)	p.f.		4 307.60	4 418.40	4 535.00
	p.a.		112 382	115 273	118 315
ST3 - 3 (Band 6)	p.f.	4 420.10	4 531.20	4 641.70	
	p.a.	115 317	118 216	121 099	
ST3 - 3 (Band 7)	p.f.		4 531.20	4 641.70	4 757.80
	p.a.		118 216	121 099	124 128

**NB:** Increments for School Leaders and Heads of Programs are two yearly. For information on transitional arrangements please contact the QTU

### Stream 3 – School Leaders

(Classification as at 1<sup>st</sup> July 2016)

Principal - Assigned to the relevant Bands on the basis of evaluation of individual positions

Band		Salary Step 1 \$	Salary Step 2 \$	Salary Step 3 \$
ST3 – 1 (Band 5)	p.f. p.a.	4110.00 107227	4216.40 110003	4317.40 112638
ST3 – 2 (Band 6)	p.f. p.a.	4307.60 112382	4418.40 115273	4 535.00 118315
ST3 – 3 (Band 7)	p.f. p.a.	4531.20 118216	4641.70 121099	4757.80 124128
ST3 – 4 (Band 8)	p.f. p.a.	4 768.40 124404	4 888.40 127535	5009.40 130692
ST3 – 5 (Band 9)	p.f. p.a.	5041.30 131524	5167.70 134822	5292.40 138075
ST3 – 6 (Band 10)	p.f. p.a.	5337.30 139246	5468.40 142667	5602.30 146160
ST3 – 7 (Band 11)	p.f. p.a.	5650.10 147407	5 795.70 151206	5 934.90 154837

Executive Principals	<p>The position of Executive Principal commenced in 2007 and:</p> <ul style="list-style-type: none"> <li>• Must undergo a selection process to determine suitability for entry into the Executive Principal role.</li> <li>• Must meet conditions as contained in Part 6 of the <i>Department of Education and Training State School Teachers' Certified Agreement 2016</i>.</li> </ul> <p>Executive Principal's renegotiating or being appointed will be subject to the increases outlined in the s122 <i>Public Service Act 2008</i> engagement. As such, Executive Principal's should contact the QTU for assistance in relation to amending the contracts to reflect the Certified Agreement.</p> <p>Part 6 of the <i>Department of Education and Training State School Teachers' Certified Agreement 2016</i> states:</p> <p><b>6.1</b> Executive Principals' additional employment conditions (including monetary and non-monetary incentives) shall be provided in an instrument of appointment made under the provisions of the <i>Public Service Act 2008</i> with the balance of employment conditions provided for under this Agreement.</p> <p><b>6.2</b> The chief executive may engage an Executive Principal in a school of fewer than 1600 enrolments for a special purpose as determined by the Chief Executive.</p> <p><b>6.3</b> For those Executive Principals whose additional employment conditions are provided in such an instrument as at the date of certification, the salary increases contained in clause 4.1 of this Agreement will apply for the life of that instrument.</p> <p><b>6.4</b> Should an Executive Principal be engaged or re-engaged during the life of the Agreement, the salary increases applicable will be those provided for in the instrument of appointment.</p>	<p>Salary for Executive Principals</p> <p>PLUS \$25,500 vehicle allowance</p> <p>\$162,218 p.a.</p> <p>\$6217.80 f/n</p> <p><b>Effective from 1 July 2016</b></p>
----------------------	--	---