



Classification restructure

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The Promotional Positions Classification Review (PPCR) was committed to in the *Department of Education and Training State School Teachers' Certified Agreement 2016*. The objective of the review was to provide DoE and the QTU with information to inform the enterprise bargaining negotiations that commenced early in 2019. This information was provided to the QTU in a report received in late December 2018.

The PPCR report offered three options for principal classification structures (and related structures for other promotional positions) based on all the information gathered. The report was a department document. The QTU contributed to it but did not agree with or endorse all of the comments.

There were no salaries attached to classifications. That was a matter for EB negotiations.

Below is an overview of the classification restructure and some frequently asked questions, to help clarify this part of the 2019 certified agreement. The classification restructure only impacts on stream two and three employees.

- The new structure has a 10-point scale for principals, resulting in those in single teacher schools receiving a salary higher than lead teacher, with the top step of the new principal level 1 receiving \$121,975 p.a. in 2019, moving to \$130,172 p.a. by the end of the agreement in 2021. Half of the current Band 5 schools (129) will go to level 2.
- There are differential outcomes for different classification levels, with the uplift phased in over the life of the agreement. Effectively, your first pay increment will be on 1 July - with two subsequent pay increases on 1 July 2020 and 1 July 2021. The salary structure is at the end of the document.
- The biennial progression structure is retained - the new promotional position classification structure transitions from the three pay-point structure by the end of the agreement, resulting in greater separation between classification levels and faster progression through the salary increments.
- Executive principals have returned to the classification scale, receiving a salary in the final

year of the agreement of \$211,398p.a. (the same as an assistant regional director). Executive principal salaries are now broken up into three salary levels (P-8 to P-10). The vehicle allowance has been rolled into executive principals' salary, so this money is now superannuable, which has significant implications, especially for those who retain the Defined Benefits Scheme.

- Primary heads of curriculum are to be harmonised with secondary heads of department. The position description of HOCs will be revised to support this outcome.
- All deputy principals are now recognised under the same classification and remuneration scale.
- Guidance officers, heads of program and HOSES 2 will have a top step salary of \$128,884.
- Senior guidance officers and HOSES 3 will have a top step salary of \$135,384.
- There are different thresholds for SDEs, OEECs and special schools.
- It is worth noting that the agreement contains a commitment ensuring full teacher award coverage for senior guidance officers and regional school sports officers, securing a long sought-after goal and ensuring a clear promotional position pathway for guidance officers, who will no longer be deterred from seeking promotion to senior guidance officer by the public sector working conditions that previously applied.

While the salary structure contained in the agreement holds many significant increases, the QTU is aware that we haven't achieved parity between the primary and secondary sectors - this will remain a priority for the Union and we will continue to advocate and campaign around this matter to achieve a better outcome.

Specific position and stream information with regards to the classification restructure

Coaches

From the commencement of the certified agreement, any teacher performing the role of a coach will be remunerated at the stream 1 – coach classification level. Typically, a teacher performing the role of a coach would occupy the position for a period of no more than three years, unless otherwise approved.

Upon completion of the coach role, the teacher will revert to the substantive classification they held prior to taking up the role, with recognition of service.

The following transition arrangements apply for teachers performing the role of a pedagogy, literacy and/or numeracy coach as of the date of the certification of the agreement.

- a) A pedagogy, literacy and/or numeracy coach remunerated at ST2 paypoint 11 will be remunerated in accordance with the following table, effective from 1 July 2019.

1 July 2019	1 July 2020	1 July 2021
\$109,092 p.a.	\$111,819 p.a.	\$114,615 p.a.

- b) A pedagogy, literacy and/or numeracy coach remunerated at ST2 paypoint 12 will be remunerated in accordance with the following table, effective from 1 July 2019.

1 July 2019	1 July 2020	1 July 2021
\$111,924 p.a.	\$114,722 p.a.	\$117,590 p.a.

- c) A pedagogy, literacy and/or numeracy coach remunerated at ST2 paypoint 13 will be remunerated in accordance with the following table, effective from 1 July 2019.

1 July 2019	1 July 2020	1 July 2021
\$114,329 p.a.	\$117,187 p.a.	\$120,116 p.a.

The one-off payment prescribed in clause 1.11 of this agreement will apply to all pedagogy, literacy and/or numeracy coaches appointed as at the date of certification of this agreement.

Stream 2 – heads of program

Stream 2 of the new system prescribes remuneration and increment progression arrangements for employees holding the positions of HODC, HOD, HOSES, guidance officer, senior guidance officer or as otherwise determined by agreement between the department and the Union.

Head of curriculum positions will transition to head of program level 1 – paypoint 1, as a **head of department (curriculum)**. Employees classified as a head of department (curriculum) will have an

amended incremental progression date of 1 July 2019.

The HODC role description will be developed through the Certified Agreement Implementation Committee (CAIC).

Head of department, head of special education services – band 5 and guidance officer positions will transition to head of program level 1, to the paypoint consistent with the staff member's existing classification paypoint. Affected employees will retain their current incremental progression anniversary date.

Senior guidance officer, regional school sports officer and head of special education services – Band 6 positions will transition to head of program level 2, to the paypoint consistent with the staff member's existing classification paypoint. Affected employees will retain their current incremental progression anniversary date.

Current classification: heads of program – (stream 2)			New classification	
HOC	Paypoint 11	→	Paypoint 1	Head of program – (stream 2) level 1
	Paypoint 12	→	Paypoint 1	
	Paypoint 13	→	Paypoint 1	
HOD, GO, HOSES 2	Paypoint 21	→	Paypoint 1	Head of program – (stream 2) level 2
	Paypoint 22	→	Paypoint 2	
	Paypoint 23	→	Paypoint 3	
SGO, HOSES 3	Paypoint 31	→	Paypoint 1	Deputy principal (stream 3) level 1
	Paypoint 32	→	Paypoint 2	
	Paypoint 33	→	Paypoint 3	
HOSES 4	Paypoint 41	→	Paypoint 1	
	Paypoint 42	→	Paypoint 2	
	Paypoint 43	→	Paypoint 3	

Stream 3 – school leaders classification structure

Stream 3 prescribes classification, remuneration and increment progression arrangements for employees holding the leadership positions of deputy principal and principal. Any employee within this stream will participate in an agreed formalised annual process to confirm an agreement of expectations and review of performance based on the current school improvement and accountability framework or agreed alternative.

Deputy principals

Deputy principal positions will transition based on the existing classification of the position as at the date of certification of this agreement, as follows.

- a) DSL1: employees classified at paypoint 21, 22 and paypoint 23 will transition to deputy principal level 1 – paypoint 1:
- i) Employees classified at DSL1 paypoint 21 and DSL1 paypoint 22 will have an amended incremental pay progression date of 1 July 2019.

- ii) Employees classified at paypoint 23 will retain their existing incremental progression anniversary date.
- b) DSL2: employees classified at paypoint 30 and paypoint 31 will transition to deputy principal level 1 – paypoint 1:
 - i) Employees classified at DSL2 paypoint 30 will have an amended incremental progression anniversary date of 1 July 2019.
 - ii) Employees classified at DSL2 paypoint 31 will retain their existing incremental progression anniversary date.
 - iii) Employees classified at DSL2 paypoint 32 will transition to deputy principal level – paypoint 2 with their existing anniversary date.
- c) DSL3: employees classified at paypoints 31, 32 and 33 will transition to the equivalent paypoint within deputy principal level 1 with their existing anniversary date.

Current deputy principal classification			New classification: deputy principal – (stream 3) level 1
DSL1	Paypoint 21	→	Paypoint 1
	Paypoint 21	→	
	Paypoint 23	→	
DSL2	Paypoint 30	→	Paypoint 1
	Paypoint 31	→	
	Paypoint 32	→	Paypoint 2
DSL3	Paypoint 31	→	Paypoint 1
	Paypoint 32	→	Paypoint 2
	Paypoint 33	→	Paypoint 3

Principals

The new structure applies a model that uses the total government school resourcing being managed by the principal to determine the classification of the role.

The resourcing used relates to both the human resources and financial resources the principal is managing. The human resources component reflects the staffing units provided to the school following the Day 8 enrolment collection, converted to a dollar value using the average teacher salary. The financial resources component reflects the total appropriations provided to the school, except FTE to cash conversions, which are captured through the human resources component.

Principal positions will continue to be reviewed annually to ensure the classification of the position continues to reflect the context of the school. This process will be finalised by the middle of each year with any changes made retrospectively (1 January of that year) as per the existing review process.

The review will involve:

- collation of the required data (i.e. staffing allocations from Day 8 and the appropriations from the previous calendar year)
- assessment against the appropriate threshold as shown in Schedule 2 of the agreement
- consideration of outcomes by the Evaluation Review Committee (ERC)
- publication of the outcomes and total government resourcing for each school.

Therefore, the two data sets used to determine the level of a school in 2020 are the staffing allocations on SBS on Day 8, 2020 and the total appropriations at the end of 2019. If a person rises above the threshold, their classification level will increase and, as mentioned above, the process will be finalised by the middle of the year with any changes made retrospectively as per the existing review process.

The total government resourcing thresholds for 2019 were established to reflect evidence gathered during the Promotional Positions Classification Review (PPCR). The thresholds shown in Schedule 2 of the agreement for 2020, 2021 and 2022 reflect increases of approximately 2.5 per cent each year. These increases are necessary to accommodate the growth in teacher salaries during the agreement, thereby avoiding “bracket creep” in the classification of principals.

How do I find out the appropriations for a school?

If a principal wants to find out more about the appropriations for their school, they should go to the schools’ directory website: <https://schoolsdirectory.eq.edu.au>

For example – you go to the schools’ directory website and choose QLD State School. You then click on “additional details”. Find “SAPA report” (school appropriate payments application) at the bottom of the page and click that. This report will contain all the appropriations for the school.

What are the funding thresholds for each for the sectors?

The thresholds used in determining the classification of principals under the new structure are included with the salary schedule at the end of the brochure.

Separate resourcing thresholds are used as follows.

- Principals of primary, secondary and P-10/12 schools
- Principals of special schools, specific purpose schools and education units
- Principals of outdoor and environmental education centres
- Principals of schools of distance education.

The separate resourcing thresholds are used to further reflect the context in which these schools

operate. The QTU is aware of the dissatisfaction of some members that the new arrangements do not include different resourcing thresholds for primary schools. While the QTU advocated for this to occur, including at the final meeting in which the offer was presented, the government was not prepared to incorporate these thresholds in the offer. The QTU had even prepared a separate set of thresholds for primary schools.

Transition arrangements for salaries

- 1) Employees appointed to a principal position that transitions to a classification level above their current classification level will commence at paypoint 1 of the new level and will have an amended incremental progression anniversary date of 1 July 2019. This does not apply to employees classified at SL1 paypoint 13 and SL2 paypoint 23 as at the date of certification of the certified agreement, whose transition arrangements are as follows.
 - A) Employees classified at SL1 paypoint 13 transitioning to level 2 will progress to principal level 2 paypoint 2 and will have an amended incremental progression anniversary date of 1 July 2019.
 - B) Employees classified at SL2 paypoint 23 transitioning to level 3 will progress to principal level 3 paypoint 2 and will have an amended incremental progression anniversary date of 1 July 2019.
- 2) Employees appointed to principal positions that transition to a classification level that is equivalent to their current classification level will transition to the same classification paypoint, and their incremental progression anniversary date will stay the same.
- 3) Employees appointed to principal positions that transition to a classification level that is below their current classification level will transition to the principal classification level and paypoint that is equivalent to their current classification, and their incremental progression date will remain the same. The transition arrangement will be maintained unless relocated or promoted elsewhere (i.e. grand-parented).
- 4) Executive principals who held a substantive executive principal position at the date of certification of the agreement will be transitioned to principal level 10 and remunerated at step 2 effective from 1 July 2019.

No principal will receive a lower salary

No principal will receive a lower salary under the new classification structure.

If a school's total government resourcing sees a school transitioning to a lower relative classification under the new structure, the incumbent principal will

have their salary maintained unless relocated or promoted elsewhere (i.e. grand-parented).

It is important to note that the position holder's banding is grand-parented, not the school. It is the intention of both the QTU and the department to continue this arrangement until such time as a person moves to another location/receives a promotion/leaves the school, and the school consequently becomes substantively vacant. The vacancy will be advertised at the new classification.

Where an employee leaves their transitioned position (including, but not limited to, appointment, transfer, EOSD, higher duties or secondment), those maintenance arrangements will cease and conditions applicable to the position to which they are being appointed will apply.

Employees with maintenance arrangements who leave their substantive position because of EOSD, higher duties or secondment will resume their maintenance arrangements upon return to their transitioned position.

Relocation of principals who are being grand-parented

Principals who transition to a classification level above the principal classification of their school will be eligible to transfer at the higher classification when a position becomes vacant. A closed merit selection process will be conducted for eligible principals where more than one applies for transfer to the position. Where no appointment is made, the position will be made available for appointment through open merit selection process.

What are the implications of the new structure on resourcing levels in schools?

The current school staffing guidelines and the certified agreement allocate some resources aligned to the current classification, and specifically banding, of schools. Some concern has been expressed over the impact of the new classification structure on these allocations. The new structure does not easily translate to bands. However, the intention of the new structure is not, nor has it been, to drive changes in resource allocations to schools. Consequently, the QTU and DoE are working together to ensure that, in the transition arrangements, schools do not lose resourcing allocations as a consequence of the new structure. Discussions regarding these issues are ongoing in the drafting of both the transition arrangements and the clauses of the proposed certified agreement.

Will employment contracts continue to be used for executive principals?

With the introduction of the new structure, the arrangements for executive principal will no longer exist and their terms and conditions of employment will revert to coverage by the Teachers' Certified Agreement, which is underpinned by the *Teaching in State Education Award – State 2016*.

With this change, the salary for level 10 principals within the new structure, the level to which all executive principals will transition, took into account the vehicle allowance previously received separately. This change will lead to an increase in superannuable salary.

These changes will see executive principals in Queensland with a salary horizon of \$211,398.

How will the transition to the new classification structure impact on staff performing higher duties at the principal level?

Staff who are currently performing higher duties in a principal role will transition in the same way as staff who substantively hold a principal role, including arrangements to maintain their level for the approved higher duties period. However, when the position is advertised as a permanent vacancy it will be advertised at the new level and the successful applicant, irrespective of who it is, will be appointed to that level of the classification structure.

Principal – special purpose

The Director-General is still able to engage a principal at a different classification level for a special purpose, as determined by the Director-General.

Certified Agreement Implementation Committee

The Certified Agreement Implementation Committee (CAIC) will be established for the life of this agreement to enable the department and QTU to oversee implementation.

The CAIC will ensure that the parties discuss, in a timely and cooperative manner, the introduction, implementation and review/evaluation of initiatives within the certified agreement.

Membership of the CAIC shall be agreed between the parties and comprise a membership of no more than six persons in total of appropriate seniority to oversee the implementation of the certified agreement. The CAIC will meet quarterly by agreement.

The CAIC will not replace other existing committees that are outlined in the certified agreement, such as local consultative committees, nor form part of the dispute resolution process.

Schedule 1 – salary and allowances

Teaching Stream – (Stream 1)							
Classification Level	Pay Point	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2019	01/07/2019	01/07/2020	01/07/2020	01/07/2021	01/07/2021
		\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Band 1	Step 1	2,428.20	63,350	2,488.90	64,934	2,551.10	66,556
	Step 2	2,511.70	65,528	2,574.50	67,167	2,638.90	68,847
Band 2	Step 1	2,753.40	71,834	2,822.20	73,629	2,892.80	75,471
	Step 2	2,887.90	75,343	2,960.10	77,227	3,034.10	79,158
	Step 3	3,025.10	78,923	3,100.70	80,895	3,178.20	82,917
	Step 4	3,167.40	82,635	3,246.60	84,702	3,327.80	86,820
Band 3	Step 1	3,298.00	86,043	3,380.50	88,195	3,465.00	90,399
	Step 2	3,433.40	89,575	3,519.20	91,813	3,607.20	94,109
	Step 3	3,570.40	93,149	3,659.70	95,479	3,751.20	97,866
	Step 4	3,655.00	95,356	3,746.40	97,741	3,840.10	100,186
Senior Teacher (4yr trained)		3,822.60	99,729	3,918.20	102,223	4,016.20	104,780
Experienced Senior Teacher	Step 1	3,968.10	103,525	4,067.30	106,113	4,169.00	108,766
	Step 2*	--	--	--	--	4,235.50	110,500
Coaches		4,181.50	109,092	4,286.00	111,819	4,393.20	114,615
Highly Accomplished Teacher		4,282.40	111,725	4,389.50	114,519	4,499.20	117,381
Lead Teacher		4,675.30	121,975	4,792.20	125,025	4,912.00	128,151

* Experienced Senior Teacher Step 2 effective 20/01/2022

Heads of Program – (Stream 2)							
Classification Level	Pay Point	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2019	01/07/2019	01/07/2020	01/07/2020	01/07/2021	01/07/2021
		\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Heads of Program Level 1 (incl. HODC, HOD, GO, HOSES2)	Paypoint 1	4,403.60	114,886	4,524.70	118,045	--	--
	Paypoint 2	4,517.70	117,863	4,641.90	121,104	4,854.30	126,644
	Paypoint 3	4,625.70	120,682	4,752.90	124,001	4,940.10	128,884
Heads of Program Level 2 (incl. SGO, HOSES3)	Paypoint 1	4,615.10	120,405	4,742.00	123,716	--	--
	Paypoint 2	4,734.10	123,509	4,864.30	126,905	5,099.10	133,031
	Paypoint 3	4,859.00	126,769	4,992.70	130,255	5,189.30	135,384
Deputy Principals (incl. HOSES4)	Paypoint 1	4,903.40	127,927	5,038.30	131,445	--	--
	Paypoint 2	5,022.90	131,044	5,161.00	134,648	5,402.90	140,958
	Paypoint 3	5,148.50	134,322	5,290.10	138,016	5,498.50	143,451

School Leaders – (Stream 3)							
Classification Level	Pay Point	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2019	01/07/2019	01/07/2020	01/07/2020	01/07/2021	01/07/2021
		\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Level 1	Paypoint 1	4,447.60	116,036	4,570.00	119,227	--	--
	Paypoint 2	4,562.70	119,037	4,688.20	122,311	4,902.80	127,910
	Paypoint 3	4,675.30	121,975	4,803.80	125,329	4,989.50	130,172
Level 2	Paypoint 1	4,661.50	121,615	4,789.70	124,959	--	--
	Paypoint 2	4,781.30	124,742	4,912.90	128,173	5,172.40	134,945
	Paypoint 3	4,907.50	128,034	5,042.50	131,555	5,263.90	137,332
Level 3	Paypoint 1	4,903.40	127,927	5,038.30	131,445	--	--
	Paypoint 2	5,022.90	131,044	5,161.00	134,648	5,456.90	142,367
	Paypoint 3	5,148.50	134,322	5,290.10	138,016	5,553.40	144,885
Level 4	Paypoint 1	5,160.10	134,623	5,302.00	138,325	--	--
	Paypoint 2	5,290.00	138,012	5,435.40	141,807	5,757.00	150,197
	Paypoint 3	5,420.90	141,427	5,569.90	145,316	5,858.90	152,854
Level 5	Paypoint 1	5,455.40	142,327	5,605.40	146,241	--	--
	Paypoint 2	5,592.20	145,896	5,746.00	149,908	6,073.70	158,458
	Paypoint 3	5,727.10	149,416	5,884.60	153,525	6,181.10	161,261
Level 6	Paypoint 1	5,775.70	150,685	5,934.50	154,828	--	--
	Paypoint 2	5,917.60	154,385	6,080.30	158,630	6,407.80	167,174
	Paypoint 3	6,062.60	158,168	6,229.30	162,518	6,521.10	170,130
Level 7	Paypoint 1	6,114.30	159,517	6,282.40	163,904	--	--
	Paypoint 2	6,271.80	163,626	6,444.30	168,126	6,760.20	176,368
	Paypoint 3	6,422.50	167,558	6,599.10	172,165	6,879.70	179,487
Level 8	Paypoint 1	6,786.20	177,048	6,955.90	181,474	7,129.80	186,011
	Paypoint 2	6,908.40	180,235	7,081.10	184,740	7,258.10	189,359
Level 9	Paypoint 1	7,159.40	186,785	7,338.40	191,455	7,521.90	196,241
	Paypoint 2	7,288.30	190,147	7,470.50	194,901	7,657.30	199,774
Level 10	Paypoint 1	7,553.20	197,059	7,742.10	201,985	7,935.60	207,035
	Paypoint 2	7,689.20	200,606	7,881.40	205,621	8,102.90	211,398

Community Teachers and Assistant Teachers							
Classification Level	Pay Point	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2019	01/07/2019	01/07/2020	01/07/2020	01/07/2021	01/07/2021
		\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Assistant Teachers	Step 1	1,935.10	50,485	1,983.50	51,748	2,033.10	53,042
	Step 2	1,986.00	51,813	2,035.70	53,110	2,086.60	54,438
	Step 3	2,036.40	53,128	2,087.30	54,456	2,139.50	55,818
	Step 4	2,086.30	54,430	2,138.50	55,792	2,192.00	57,188
Community Teachers	Step 1	2,016.90	52,620	2,067.30	53,934	2,119.00	55,283
	Step 2	2,125.90	55,463	2,179.00	56,849	2,233.50	58,270
	Step 3	2,235.90	58,333	2,291.80	59,791	2,349.10	61,286
	Step 4	2,350.10	61,312	2,408.90	62,847	2,469.10	64,417
	Step 5	2,464.80	64,305	2,526.40	65,912	2,589.60	67,561
	Step 6	2,551.60	66,569	2,615.40	68,234	2,680.80	69,940
	Step 7	2,639.70	68,868	2,705.70	70,590	2,773.30	72,353

Supply Teachers						
	Salary	Salary	Salary	Salary	Salary	Salary
	01/07/2019	01/07/2019	01/07/2020	01/07/2020	01/07/2021	01/07/2021
	\$p.h	\$p.d	\$p.h	\$p.d	\$p.h	\$p.d
	81.1308	405.65	83.1603	415.80	85.2390	426.20

Allowances						
Allowance Title	Salary		Salary		Salary	
	01/07/2019		01/07/2020		01/07/2021	
	\$p.f		\$p.f		\$p.f	
3 Year trained Senior Teacher allowance	167.60		171.80		176.10	
Secondment allowance	167.60		171.80		176.10	
EOSD allowance for classroom teachers*	369.30		378.50		388.00	
Specified Sites allowance	36.60		37.50		38.40	
Spec Sites Casual Rate incl 23% Ldg	0.9004 p/hour		0.9225 p/hour		0.9446 p/hour	

* The EOSD allowance only applies to those employees engaged on an EOSD appointment prior to the date of certification of this Agreement, any employee engaged on an EOSD appointment will be subject to provisions of clause 7.4 and will not be entitled to the allowance.

PRINCIPAL CLASSIFICATION: TOTAL GOVERNMENT RESOURCE THRESHOLDS

Principals of Primary, Secondary and P-10/12 Schools

Principal Level	2019		2020		2021		2022	
	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)
1	0	500,000	0	512,500	0	525,000	0	538,000
2	500,000	1,200,000	512,500	1,230,000	525,000	1,260,500	538,000	1,292,000
3	1,200,000	2,500,000	1,230,000	2,562,500	1,260,500	2,626,500	1,292,000	2,692,000
4	2,500,000	4,000,000	2,562,500	4,100,000	2,626,500	4,202,500	2,692,000	4,307,500
5	4,000,000	6,500,000	4,100,000	6,662,500	4,202,500	6,829,000	4,307,500	6,999,500
6	6,500,000	10,000,000	6,662,500	10,250,000	6,829,000	10,506,000	6,999,500	10,768,500
7	10,000,000	14,000,000	10,250,000	14,350,000	10,506,000	14,708,500	10,768,500	15,076,000
8	14,000,000	18,000,000	14,350,000	18,450,000	14,708,500	18,911,000	15,076,000	19,383,500
9	18,000,000	22,000,000	18,450,000	22,550,000	18,911,000	23,113,500	19,383,500	23,691,000
10	22,000,000	max.	22,550,000	max.	23,113,500	max.	23,691,000	max.

Principals of Special Schools, Specific Purpose Schools and Education Units

Principal Level	2019		2020		2021		2022	
	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)
1	0	290,000	0	297,000	0	304,000	0	311,500
2	290,000	700,000	297,000	717,500	304,000	735,000	311,500	753,000
3	700,000	1,300,000	717,500	1,332,500	735,000	1,365,500	753,000	1,399,500
4	1,300,000	2,000,000	1,332,500	2,050,000	1,365,500	2,101,000	1,399,500	2,153,500
5	2,000,000	4,000,000	2,050,000	4,100,000	2,101,000	4,202,500	2,153,500	4,307,500
6	4,000,000	6,500,000	4,100,000	6,662,500	4,202,500	6,829,000	4,307,500	6,999,500
7	6,500,000	10,500,000	6,662,500	10,762,500	6,829,000	11,031,500	6,999,500	11,307,000
8	10,500,000	16,500,000	10,762,500	16,912,500	11,031,500	17,335,000	11,307,000	17,768,000
9	16,500,000	20,500,000	16,912,500	21,012,500	17,335,000	21,537,500	17,768,000	22,075,500
10	20,500,000	max.	21,012,500	max.	21,537,500	max.	22,075,500	max.

Principals of Outdoor and Environmental Education Centres

Principal Level	2019		2020		2021		2022	
	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)
1	0	250,000	0	256,000	0	262,000	0	268,500
2	250,000	550,000	256,000	563,500	262,000	577,500	268,500	591,500
3	550,000	1,200,000	563,500	1,230,000	577,500	1,260,500	591,500	1,292,000
4	1,200,000	1,800,000	1,230,000	1,845,000	1,260,500	1,891,000	1,292,000	1,938,000
5	1,800,000	3,000,000	1,845,000	3,075,000	1,891,000	3,151,500	1,938,000	3,230,000
6	3,000,000	5,000,000	3,075,000	5,125,000	3,151,500	5,253,000	3,230,000	5,384,000
7	5,000,000	7,000,000	5,125,000	7,175,000	5,253,000	7,354,000	5,384,000	7,537,500
8	7,000,000	9,500,000	7,175,000	9,737,500	7,354,000	9,980,500	7,537,500	10,230,000
9	9,500,000	12,000,000	9,737,500	12,300,000	9,980,500	12,607,500	10,230,000	12,922,500
10	12,000,000	max.	12,300,000	max.	12,607,500	max.	12,922,500	max.

Principals of Schools of Distance Education

Principal Level	2019		2020		2021		2022	
	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)
1	0	750,000	0	768,500	0	787,500	0	807,000
2	750,000	1,800,000	768,500	1,845,000	787,500	1,891,000	807,000	1,938,000
3	1,800,000	3,400,000	1,845,000	3,485,000	1,891,000	3,572,000	1,938,000	3,661,000
4	3,400,000	6,000,000	3,485,000	6,150,000	3,572,000	6,303,500	3,661,000	6,461,000
5	6,000,000	9,600,000	6,150,000	9,840,000	6,303,500	10,086,000	6,461,000	10,338,000
6	9,600,000	14,500,000	9,840,000	14,862,500	10,086,000	15,234,000	10,338,000	15,614,500
7	14,500,000	19,500,000	14,862,500	19,987,500	15,234,000	20,487,000	15,614,500	20,999,000
8	19,500,000	26,000,000	19,987,500	26,650,000	20,487,000	27,316,000	20,999,000	27,998,500
9	26,000,000	32,000,000	26,650,000	32,800,000	27,316,000	33,620,000	27,998,500	34,460,500
10	32,000,000	max.	32,800,000	max.	33,620,000	max.	34,460,500	max.