

# Pay structures and allowances

## VICTORIAN CATHOLIC SCHOOLS AND CATHOLIC EDUCATION OFFICES **MULTI EMPLOYER AGREEMENT 2013**

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# CEO Clerical Staff - Pay structure

Use this table to view the salary payable to a CEO clerical and admin employee at any classification at a point in time for the duration of the proposed agreement.

Level	Sub Division	Jan-13	Apr-13	May-13	Aug-13	Level	Sub Division	Feb-14	May-14	Aug-14	Feb-15	Level	Sub Division	May-15	Aug-15	May-16
1	1	\$38,622	\$39,008	\$39,008	\$39,476	1	1	\$39,970	\$39,970	\$40,569	\$41,137	1	1	\$41,137	\$41,652	\$43,643
	2	\$39,808	\$40,206	\$40,206	\$40,688		2	\$41,197	\$41,197	\$41,815	\$42,400		2	\$42,400	\$42,930	\$45,032
	3	\$40,981	\$41,391	\$41,391	\$41,888		3	\$42,411	\$42,411	\$43,048	\$43,650		3	\$43,650	\$44,196	\$46,422
	4	\$42,164	\$42,586	\$42,586	\$43,097		4	\$43,635	\$43,635	\$44,290	\$44,910		4	\$44,910	\$45,471	\$47,811
							5	\$45,459	\$45,459	\$46,141	\$46,787		5	\$46,787	\$47,372	\$49,200
2	1	\$43,926	\$44,365	\$44,365	\$44,897	2	1	\$47,112	\$48,503	\$49,231	\$49,920	2	1	\$51,689	\$52,335	\$52,572
	2	\$45,524	\$45,979	\$45,979	\$46,531		2	\$48,503	\$49,891	\$50,639	\$51,348		2	\$53,458	\$54,126	\$54,600
	3	\$46,868	\$47,336	\$47,336	\$47,904		3	\$49,891	\$51,676	\$52,452	\$53,186		3	\$55,013	\$55,701	\$55,701
	4	\$48,209	\$48,691	\$48,691	\$49,275		4	\$51,676	\$52,564	\$53,352	\$54,099		4	\$56,995	\$57,707	\$57,707
3	1	\$49,180	\$50,433	\$50,433	\$51,038	3	5	\$52,564	\$53,452	\$54,253	\$55,013	3	5	\$58,763	\$59,498	\$59,850
	2	\$49,934	\$51,299	\$51,299	\$51,915		6	\$53,452	\$54,955	\$55,779	\$56,560		6	\$60,532	\$61,288	\$61,288
	3	\$51,395	\$52,166	\$52,166	\$52,792		7	\$54,955	\$56,456	\$57,302	\$58,105		7	\$62,300	\$63,079	\$63,079
	4	\$52,840	\$53,633	\$53,633	\$54,277		8	\$56,456	\$57,928	\$58,797	\$59,620		8			
	5	\$54,283	\$55,097	\$55,097	\$55,759		9	\$57,928					9			
	6	\$55,699	\$56,535	\$56,535	\$57,213											
4	1	\$55,699	\$56,535	\$56,535	\$57,213	3	1	\$57,928	\$57,928	\$58,797	\$59,620	3	1	\$63,000	\$63,788	\$63,788
	2	\$59,054	\$59,940	\$59,940	\$60,659		2	\$61,418	\$61,418	\$62,339	\$63,212		2	\$64,550	\$65,357	\$65,357
	3	\$60,501	\$61,409	\$61,409	\$62,146		3	\$62,922	\$62,922	\$63,866	\$64,760		3	\$66,100	\$66,926	\$66,926
	4	\$61,903	\$62,831	\$62,831	\$63,585		4	\$64,380	\$64,380	\$65,346	\$66,261		4	\$67,650	\$68,496	\$68,496
							5						5	\$69,200	\$70,065	\$70,065
5		\$66,282	\$67,276	\$67,276	\$68,084			\$68,935	\$68,935	\$69,969	\$70,948	4	1	\$70,948	\$71,835	\$71,835
6		\$70,102	\$71,540	\$71,540	\$72,398			\$73,303	\$73,303	\$74,402	\$75,444	4	2	\$72,818	\$73,728	\$73,728
													3	\$74,687	\$75,621	\$75,621
													4	\$76,557	\$77,513	\$77,513
													5	\$78,426	\$79,406	\$79,406
7		\$73,925	\$75,441	\$75,441	\$76,346			\$77,301	\$77,301	\$78,460	\$79,558	5	1	\$79,558	\$80,552	\$80,552
8		\$77,953	\$79,551	\$79,551	\$80,505			\$81,512	\$81,512	\$82,734	\$83,893		2	\$81,469	\$82,487	\$82,487
													3	\$82,700	\$83,734	\$83,734
													4	\$85,290	\$86,356	\$86,356
													5	\$87,200	\$88,290	\$88,290

# CEO Clerical Staff - Follow your salary

Use this table to track what your salary will be until the end of the proposed agreement, including automatic incremental progression. Choose your current classification from the column on the left and follow your salary from left to right. The column at the end of this table indicates the net benefit\* to you as a result of this agreement.

Level	Sub Division	Jan-13	Apr-13	May-13	Aug-13	Feb-14	May-14	Aug-14	Feb-15	May-15	Aug-15	May-16	Net Benefit
1	1	\$38,622	\$40,206	\$41,391	\$41,888	\$42,411	\$43,635	\$44,290	\$44,910	\$46,787	\$47,372	\$47,811	14.62%
	2	\$39,808	\$41,391	\$42,586	\$43,097	\$43,635	\$45,459	\$46,141	\$46,787	\$46,787	\$47,372	\$47,811	14.18%
	3	\$40,981	\$42,586	\$42,586	\$43,097	\$43,635	\$45,459	\$46,141	\$46,787	\$46,787	\$47,372	\$47,811	13.78%
	4	\$42,164	\$42,586	\$42,586	\$43,097	\$45,459	\$45,459	\$46,141	\$46,787	\$46,787	\$47,372	\$47,811	13.39%
2	1	\$43,926	\$44,365	\$45,979	\$46,531	\$47,112	\$48,503	\$49,231	\$49,920	\$51,689	\$52,335	\$54,600	14.55%
	2	\$45,524	\$45,979	\$47,336	\$47,904	\$48,503	\$49,891	\$50,639	\$51,348	\$53,458	\$54,126	\$54,600	14.04%
	3	\$46,868	\$47,336	\$48,691	\$49,275	\$49,891	\$51,676	\$52,564	\$53,186	\$53,458	\$54,126	\$54,600	13.64%
	4	\$48,209	\$48,691	\$48,691	\$49,275	\$49,891	\$51,676	\$52,564	\$53,186	\$53,458	\$54,126	\$54,600	13.26%
3	1	\$49,180	\$50,433	\$51,299	\$51,915	\$52,564	\$53,452	\$54,253	\$55,013	\$56,995	\$57,707	\$59,850	14.25%
	2	\$49,934	\$51,299	\$52,166	\$52,792	\$53,452	\$54,955	\$55,779	\$56,560	\$56,995	\$57,707	\$59,850	14.04%
	3	\$51,395	\$52,166	\$53,633	\$54,277	\$54,955	\$56,456	\$57,302	\$58,105	\$58,763	\$59,498	\$59,850	13.64%
	4	\$52,840	\$53,633	\$53,633	\$54,277	\$54,955	\$56,456	\$57,302	\$58,105	\$58,763	\$59,498	\$59,850	13.27%
	5	\$54,283	\$55,097	\$56,535	\$57,213	\$57,928	\$57,928	\$58,797	\$59,620	\$60,532	\$61,288	\$63,079	13.59%
	6	\$55,699	\$56,535	\$56,535	\$57,213	\$57,928	\$57,928	\$58,797	\$59,620	\$60,532	\$61,288	\$63,079	13.25%
4	1	\$55,699	\$56,535	\$59,940	\$60,659	\$61,418	\$62,922	\$63,866	\$64,760	\$66,100	\$66,926	\$68,496	11.84%
	2	\$59,054	\$59,940	\$61,409	\$62,146	\$62,922	\$64,380	\$65,346	\$66,261	\$67,650	\$68,496	\$70,065	13.82%
	3	\$60,501	\$61,409	\$62,831	\$63,585	\$64,380	\$64,380	\$65,346	\$66,261	\$67,650	\$68,496	\$70,065	13.49%
	4	\$61,903	\$61,903	\$62,831	\$63,585	\$64,380	\$64,380	\$65,346	\$66,261	\$67,650	\$68,496	\$70,065	13.19%
5		\$66,282	\$67,276	\$67,276	\$68,084	\$68,935	\$68,935	\$69,969	\$70,948	\$72,818	\$73,728	\$75,621	14.09%
6		\$70,102	\$71,540	\$71,540	\$72,398	\$73,303	\$73,303	\$74,402	\$75,444	\$76,557	\$77,513	\$79,406	13.27%
7		\$73,925	\$75,441	\$75,441	\$76,346	\$77,301	\$77,301	\$78,460	\$79,558	\$81,469	\$82,487	\$83,734	13.27%
8		\$77,953	\$79,551	\$79,551	\$80,505	\$81,512	\$81,512	\$82,734	\$83,893	\$85,290	\$86,356	\$88,290	13.26%

\*'Net benefit' means the percentage increase between your current salary and your salary at the end of the Agreement, IN ADDITION TO any incremental increases you would have received had there been no new Agreement.

# CEO Speech Pathologists - Pay structure

Use this table to view the salary payable to a CEO speech pathologist at any classification at a point in time for the duration of the proposed agreement.

Grade	Sub Division	Jan-13	Grade	Sub Division	Apr-13	May-13	Aug-13	Feb-14	Grade	Sub Division	May-14	Aug-14	Feb-15	Grade	Sub Division	May-15	Aug-15	May-16
1	1	\$58,254	1	1	\$59,419	\$59,419	\$59,840	\$60,522	2	1	\$60,522	\$61,418	\$61,596	2	1	\$61,914	\$65,009	\$65,009
	2	\$60,118		2	\$61,320	\$61,320	\$61,754	\$62,458		2	\$61,914	\$62,830	\$63,012		2	\$63,305	\$66,470	\$67,407
	3	\$60,647		3	\$61,860	\$61,860	\$62,297	\$62,852		3	\$62,852	\$63,782	\$64,700		3	\$64,697	\$67,931	\$69,805
											4	\$64,697	\$65,654		\$66,089	4	\$66,088	\$69,684
2	1	\$63,039	2	1	\$64,300	\$64,300	\$64,695	\$65,337	3	1	\$68,000	\$69,006	\$69,262	3	1	\$69,262	\$72,725	\$75,765
	2	\$64,236		2	\$65,520	\$65,520	\$65,923	\$66,644		2	\$69,500	\$70,529	\$70,790		2	\$70,790	\$74,329	\$76,900
	3	\$66,629		3	\$67,962	\$67,962	\$68,380	\$69,198		3	\$71,000	\$72,051	\$72,317		3	\$72,317	\$75,933	\$79,175
	4	\$67,825		4	\$69,181	\$69,181	\$69,607	\$70,511		4	\$72,500	\$73,573	\$73,845		4	\$73,845	\$76,000	\$81,450
3	1	\$69,155	3	1	\$75,284	\$75,284	\$75,930	\$76,979	4	1	\$87,467	\$91,276	\$93,558	4	1	\$93,558	\$94,961	\$94,961
	2	\$70,707								2	\$89,204	\$93,088	\$95,416		2	\$95,416	\$96,847	\$96,847
	3	\$72,258								3	\$90,537	\$94,479	\$96,841		3	\$96,841	\$98,294	\$98,294
	4	\$73,808								4	\$92,274	\$96,293	\$98,700		4	\$98,700	\$100,180	\$100,180
4	1	\$84,056	4	1	\$85,737	\$85,737	\$86,396	\$87,467	4	1	\$87,467	\$91,276	\$93,558	4	1	\$93,558	\$94,961	\$94,961
	2	\$85,725		2	\$87,439	\$87,439	\$88,111	\$89,204		2	\$89,204	\$93,088	\$95,416		2	\$95,416	\$96,847	\$96,847
	3	\$87,006		3	\$88,746	\$88,746	\$89,428	\$90,537		3	\$90,537	\$94,479	\$96,841		3	\$96,841	\$98,294	\$98,294
	4	\$88,676		4	\$90,449	\$90,449	\$91,145	\$92,274		4	\$92,274	\$96,293	\$98,700		4	\$98,700	\$100,180	\$100,180

# CEO Speech Pathologists - Follow your salary

Use this table to track what your salary will be until the end of the proposed agreement, including automatic incremental progression. Choose your current classification from the column on the left and follow your salary from left to right. The column at the end of this table indicates the net benefit\* to you as a result of this agreement.

Grade	Sub Division	Jan-13	Apr-13	May-13	Aug-13	Feb-14	May-14	Aug-14	Feb-15	May-15	Aug-15	May-16	Net Benefit
1	1	\$58,254	\$59,419	\$61,320	\$61,754	\$62,458	\$62,852	\$63,782	\$64,700	\$66,088	\$69,684	\$72,202	13.68%
	2	\$60,118	\$61,320	\$61,860	\$62,297	\$62,852	\$64,697	\$65,654	\$66,089	\$68,765	\$72,203	\$74,600	13.26%
	3	\$60,647	\$61,860	\$64,300	\$64,695	\$65,337	\$68,000	\$69,006	\$69,262	\$70,790	\$74,329	\$75,765	13.09%
2	1	\$63,039	\$64,300	\$65,520	\$65,923	\$66,644	\$68,000	\$69,006	\$69,262	\$70,790	\$74,329	\$75,765	12.60%
	2	\$64,236	\$65,520	\$67,962	\$68,380	\$69,198	\$69,500	\$70,529	\$70,790	\$72,317	\$75,933	\$76,900	14.13%
	3	\$66,629	\$67,962	\$69,181	\$69,607	\$70,511	\$71,000	\$72,051	\$72,317	\$73,845	\$76,000	\$76,900	13.62%
	4	\$67,825	\$69,181	\$69,181	\$69,607	\$70,511	\$71,000	\$72,051	\$72,317	\$73,845	\$76,000	\$76,900	13.38%
3	1	\$69,155	\$75,284	\$75,284	\$75,930	\$76,979	\$76,979	\$78,525	\$78,816	\$78,816	\$82,756	\$83,725	14.34%
	2	\$70,707	\$75,284	\$75,284	\$75,930	\$76,979	\$76,979	\$78,525	\$78,816	\$78,816	\$82,756	\$83,725	14.03%
	3	\$72,258	\$75,284	\$75,284	\$75,930	\$76,979	\$76,979	\$78,525	\$78,816	\$78,816	\$82,756	\$83,725	13.72%
	4	\$73,808	\$75,284	\$75,284	\$75,930	\$76,979	\$76,979	\$78,525	\$78,816	\$78,816	\$82,756	\$83,725	13.44%
4	1	\$84,056	\$85,737	\$87,439	\$88,111	\$89,204	\$90,537	\$94,479	\$96,841	\$98,700	\$100,180	\$100,180	13.69%
	2	\$85,725	\$87,439	\$88,746	\$89,428	\$90,537	\$92,274	\$96,293	\$98,700	\$98,700	\$100,180	\$100,180	13.42%
	3	\$87,006	\$88,746	\$90,449	\$91,145	\$92,274	\$92,274	\$96,293	\$98,700	\$98,700	\$100,180	\$100,180	13.22%
	4	\$88,676	\$90,449	\$90,449	\$91,145	\$92,274	\$92,274	\$96,293	\$98,700	\$98,700	\$100,180	\$100,180	12.97%

\*'Net benefit' means the percentage increase between your current salary and your salary at the end of the Agreement, IN ADDITION TO any incremental increases you would have received had there been no new Agreement.

# CEO Psychologists - Pay structure

Use this table to view the salary payable to a psychologist at any classification at a point in time for the duration of the proposed agreement.

Grade	Jan-13	Grade	Apr-13	May-13	Aug-13	Feb-14	May-14	Aug-14	Feb-15	May-15	Aug-15	May-16
		1	\$81,270	\$81,270	\$81,895	\$82,910	\$82,910	\$86,521	\$88,684	\$88,684	\$90,014	\$90,014
1	\$84,056	2	\$85,737	\$85,737	\$86,396	\$87,467	\$87,467	\$91,276	\$93,558	\$93,558	\$94,961	\$94,961
2	\$88,676	3	\$90,449	\$90,449	\$91,145	\$92,274	\$92,274	\$96,293	\$98,700	\$98,700	\$100,180	\$100,180

# CEO Psychologists - Follow your salary

Use this table to track what your salary will be until the end of the proposed agreement, including automatic incremental progression. Choose your current classification from the column on the left and follow your salary from left to right. The column at the end of this table indicates the net benefit\* to you as a result of this agreement.

Grade	Jan-13	Apr-13	May-13	Aug-13	Feb-14	May-14	Aug-14	Feb-15	May-15	Aug-15	May-16	Net Benefit
1	\$84,056	\$85,737	\$85,737	\$86,396	\$87,467	\$87,467	\$91,276	\$93,558	\$93,558	\$94,961	\$94,961	12.97%
2	\$88,676	\$90,449	\$90,449	\$91,145	\$92,274	\$92,274	\$96,293	\$98,700	\$98,700	\$100,180	\$100,180	12.97%

*\*'Net benefit' means the percentage increase between your current salary and your salary at the end of the Agreement, IN ADDITION TO any incremental increases you would have received had there been no new Agreement.*

# CEO Education Officers - Pay structure

Use this table to view the salary payable to a CEO education officer at any classification at a point in time for the duration of the proposed agreement.

Classification	Jan-13	Apr-13	May-13	Aug-13	Feb-14	May-14	Aug-14	Feb-15	May-15	Aug-15	May-16
EO 1	\$82,761	\$84,416	\$84,416	\$85,179	\$86,419	\$86,419	\$88,155	\$88,589	\$88,589	\$95,099	\$95,099
EO2	\$91,061	\$92,882	\$92,882	\$93,596	\$94,756	\$94,756	\$98,882	\$101,355	\$101,355	\$102,874	\$102,874
EO3	\$93,457	\$95,327	\$95,327	\$96,061	\$97,253	\$97,253	\$101,424	\$103,908	\$103,908	\$105,596	\$105,596
EO4	\$95,923	\$97,841	\$97,841	\$98,595	\$99,820	\$99,820	\$104,060	\$106,873	\$106,873	\$108,393	\$108,393
EO5	\$98,459	\$100,538	\$100,538	\$101,314	\$102,574	\$102,574	\$106,841	\$109,349	\$109,349	\$111,395	\$111,395
EO5 + Allowance 1	\$100,991	\$103,121	\$103,121	\$103,917	\$105,212	\$105,212	\$109,526	\$112,045	\$112,045	\$114,269	\$114,269
EO5 + Allowance 2	\$103,460	\$105,639	\$105,639	\$106,456	\$107,783	\$107,783	\$112,144	\$114,674	\$114,674	\$117,072	\$117,072
EO5 + Allowance 3	\$106,417	\$108,656	\$108,656	\$109,496	\$110,863	\$110,863	\$115,279	\$117,824	\$117,824	\$120,428	\$120,428



# CEO Education Officers - Follow your salary

Use this table to track what your salary will be until the end of the proposed agreement, including automatic incremental progression. Choose your current classification from the column on the left and follow your salary from left to right. The column at the end of this table indicates the net benefit\* to you as a result of this agreement.

Classification	Jan-13	Apr-13	May-13	Aug-13	Feb-14	May-14	Aug-14	Feb-15	May-15	Aug-15	May-16	Net Benefit
EO 1	\$82,761	\$84,416	\$92,882	\$93,596	\$94,756	\$97,253	\$101,424	\$103,908	\$106,873	\$108,393	\$111,395	15.63%
EO2	\$91,061	\$92,882	\$95,327	\$96,061	\$97,253	\$99,820	\$104,060	\$106,873	\$109,349	\$111,395	\$111,395	14.21%
EO3	\$93,457	\$95,327	\$97,841	\$98,595	\$99,820	\$102,574	\$106,841	\$109,349	\$109,349	\$111,395	\$111,395	13.84%
EO4	\$95,923	\$97,841	\$100,538	\$101,314	\$102,574	\$102,574	\$106,841	\$109,349	\$109,349	\$111,395	\$111,395	13.49%
EO5	\$98,459	\$100,538	\$100,538	\$101,314	\$102,574	\$102,574	\$106,841	\$109,349	\$109,349	\$111,395	\$111,395	13.14%
EO5 + Allowance 1	\$100,991	\$103,121	\$103,121	\$103,917	\$105,212	\$105,212	\$109,526	\$112,045	\$112,045	\$114,269	\$114,269	13.15%
EO5 + Allowance 2	\$103,460	\$105,639	\$105,639	\$106,456	\$107,783	\$107,783	\$112,144	\$114,674	\$114,674	\$117,072	\$117,072	13.16%
EO5 + Allowance 3	\$106,417	\$108,656	\$108,656	\$109,496	\$110,863	\$110,863	\$115,279	\$117,824	\$117,824	\$120,428	\$120,428	13.17%

*\*'Net benefit' means the percentage increase between your current salary and your salary at the end of the Agreement, IN ADDITION TO any incremental increases you would have received had there been no new Agreement.*

# CEO Allowances

## Education Officer Allowance

Allowance	Current	Apr-13	May-13	Aug-13	Feb-14	May-14	Aug-14	Feb-15	May-15	Aug-15	May-16	Total Increase
Allowance 1	\$2,532	\$2,583	\$2,583	\$2,603	\$2,637	\$2,637	\$2,685	\$2,696	\$2,696	\$2,874	\$2,874	13.51%
Allowance 2	\$5,001	\$5,101	\$5,101	\$5,142	\$5,209	\$5,209	\$5,302	\$5,326	\$5,326	\$5,677	\$5,677	13.51%
Allowance 3	\$7,958	\$8,117	\$8,117	\$8,183	\$8,289	\$8,289	\$8,438	\$8,475	\$8,475	\$9,033	\$9,033	13.51%

## School Advisor Allowance

Allowance	Current	Apr-13	May-13	Aug-13	Feb-14	May-14	Aug-14	Feb-15	May-15	Aug-15	May-16	Total Increase
Allowance A (upto 3 years employment)	\$6,829	\$6,966	\$6,966	\$7,022	\$7,113	\$7,113	\$7,241	\$7,273	\$7,273	\$7,752	\$7,752	13.51%
Allowance B (more than 3 years employment)	\$9,234	\$9,419	\$9,419	\$9,495	\$9,618	\$9,618	\$9,791	\$9,834	\$9,834	\$10,481	\$10,481	13.51%

## Placed Teacher Allowance

Allowance	Current	Apr-13	May-13	Aug-13	Feb-14	May-14	Aug-14	Feb-15	May-15	Aug-15	May-16	Total Increase
Placed Teacher Allowance	\$4,620	\$4,712	\$4,712	\$4,750	\$4,812	\$4,812	\$4,899	\$4,920	\$4,920	\$5,244	\$5,244	13.51%
Placed Teacher - Category A Allowance	\$1,724	\$1,758	\$1,758	\$1,773	\$1,796	\$1,796	\$1,828	\$1,836	\$1,836	\$1,957	\$1,957	13.51%

## Visiting Teacher Allowance

Allowance	Current	Apr-13	May-13	Aug-13	Feb-14	May-14	Aug-14	Feb-15	May-15	Aug-15	May-16	Total Increase
Visiting Teacher Allowance	\$4,620	\$4,712	\$4,712	\$4,750	\$4,812	\$4,812	\$4,899	\$4,920	\$4,920	\$5,244	\$5,244	13.51%