

## CLASSIFICATION CHANGES AND SALARIES AND WAGE INCREASES FOR EMPLOYEES OTHER THAN CASUAL EMPLOYEES

The following table sets out the translation arrangements that will apply on the date the Agreement commences for employees who are employed as at the date of commencement of the Agreement.

| Classification level prior to commencement of the Agreement | Translation on commencement of the Agreement |
|---|--|
| EM 3  | EM 3   |
| EM 2  | EM 2   |
| EM 1  | EM 1   |
| L3.4  | L3.5   |
| L3.3  | L3.4   |
| L3.2  | L3.3   |
| L3.1  | L3.2   |
| L2.3  | L2.4   |
| L2.2  | L2.4   |
| L2.1  | L2.2   |
| L1.2  | L1.3   |
| L1.1  | L1.2   |

To find out which level you will translate to, you should find your current classification in the left column and read across to the right column.

For example:

- Current Level 1.2 will translate to Level 1.3
- Current Level 2.3 will translate to Level 2.4
- Current Level 3.3 will translate to Level 3.4.

Your new level is the level you will be paid at, dating back to November 2024.

Employees who are currently classified as Senior Educator 1 will translate to Level 3.5 for the purposes of their pay only. Their current duties and arrangements will remain unchanged by the translation.

Wage increases are payable on the first pay period on or after the date specified for each column.

|              | Salaries as at 31/10/24 | 1-Nov-24  | 1-May-25  | 1-Nov-25  | 1-Jan-26  | 1-May-26  | 1-Nov-26  | 1-May-27  | 1-Nov-27  |
|--------------|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| <b>Level</b> |                         |           | 1.5%      | 1.5%      | 3.0%      | 1.5%      | 1.5%      | 1.5%      | 1.5%      |
| <b>EM 3</b>  | \$121,680               | \$130,684 | \$132,644 | \$134,634 | \$138,673 | \$140,753 | \$142,865 | \$145,008 | \$147,183 |
| <b>EM 2</b>  | \$118,185               | \$126,931 | \$128,835 | \$130,768 | \$134,691 | \$136,711 | \$138,762 | \$140,843 | \$142,956 |
| <b>EM 1</b>  | \$114,788               | \$123,282 | \$125,131 | \$127,008 | \$130,818 | \$132,781 | \$134,772 | \$136,794 | \$138,846 |
|              |                         |           |           |           |           |           |           |           |           |
| <b>L 3.5</b> |                         | \$119,667 | \$121,462 | \$123,284 | \$126,983 | \$128,887 | \$130,821 | \$132,783 | \$134,775 |
| <b>L 3.4</b> | \$111,391               | \$116,024 | \$117,764 | \$119,531 | \$123,117 | \$124,964 | \$126,838 | \$128,741 | \$130,672 |
| <b>L 3.3</b> | \$107,995               | \$111,684 | \$113,359 | \$115,060 | \$118,511 | \$120,289 | \$122,093 | \$123,925 | \$125,784 |
| <b>L 3.2</b> | \$103,989               | \$107,838 | \$109,456 | \$111,098 | \$114,430 | \$116,147 | \$117,889 | \$119,657 | \$121,452 |
| <b>L 3.1</b> | \$99,983                | \$104,154 | \$105,717 | \$107,302 | \$110,522 | \$112,179 | \$113,862 | \$115,570 | \$117,303 |
| <b>L 2.4</b> |                         | \$100,947 | \$102,461 | \$103,998 | \$107,118 | \$108,725 | \$110,356 | \$112,011 | \$113,691 |
| <b>L 2.3</b> | \$93,961                | \$96,787  | \$98,239  | \$99,712  | \$102,704 | \$104,244 | \$105,808 | \$107,395 | \$109,006 |
| <b>L 2.2</b> | \$91,546                | \$93,103  | \$94,500  | \$95,917  | \$98,795  | \$100,277 | \$101,781 | \$103,307 | \$104,857 |
| <b>L 2.1</b> | \$85,169                | \$90,903  | \$92,266  | \$93,650  | \$96,460  | \$97,907  | \$99,375  | \$100,866 | \$102,379 |
| <b>L 1.3</b> |                         | \$89,600  | \$90,944  | \$92,308  | \$95,077  | \$96,504  | \$97,951  | \$99,420  | \$100,912 |
| <b>L 1.2</b> | \$83,429                | \$84,378  | \$85,644  | \$86,928  | \$89,536  | \$90,879  | \$92,242  | \$93,626  | \$95,030  |
| <b>L 1.1</b> | \$78,564                | \$78,564  | \$79,743  | \$80,939  | \$83,367  | \$84,618  | \$85,887  | \$87,175  | \$88,483  |

Members who have incremental progression available to them will continue to be able to increment, for example a teacher who is a Level 3.2 will translate to Level 3.3, and then after 12 months translate to 3.4.

## SALARIES AND WAGE INCREASES – CASUAL EMPLOYEES

Casual Employees will be paid at the rates set out below. For Teaching Delivery, the rate is inclusive of the allocated CAPPS time for each hour of teaching delivery.

| <b>Teaching Delivery Rate (inclusive of CAPPS)</b> |            |          |          |          |          |          |          |          |          |
|--|------------|----------|----------|----------|----------|----------|----------|----------|----------|
| Classification                                     | Rate as at | 1-Nov-24 | 1-May-25 | 1-Nov-25 | 1-Jan-26 | 1-May-26 | 1-Nov-26 | 1-May-27 | 1-Nov-27 |
|  | 31/10/24   | 3.5%     | 1.5%     | 1.5%     | 3.0%     | 1.5%     | 1.5%     | 1.5%     | 1.5%     |
| Level 1  | 82.01      | 84.88    | 86.15    | 87.45    | 90.07    | 91.42    | 92.79    | 94.18    | 95.60    |
| Level 2  | 85.23      | 88.21    | 89.54    | 90.88    | 93.61    | 95.01    | 96.43    | 97.88    | 99.35    |
| Level 3  | 88.60      | 91.70    | 93.08    | 94.47    | 97.31    | 98.77    | 100.25   | 101.75   | 103.28   |

| <b>Non-Teaching Hourly Rate</b> |            |          |          |          |          |          |          |          |          |
|---------------------------------|------------|----------|----------|----------|----------|----------|----------|----------|----------|
| Classification                  | Rate as at | 1-Nov-24 | 1-May-25 | 1-Nov-25 | 1-Jan-26 | 1-May-26 | 1-Nov-26 | 1-May-27 | 1-Nov-27 |
|                                 | 31/10/24   | 3.5%     | 1.5%     | 1.5%     | 3.0%     | 1.5%     | 1.5%     | 1.5%     | 1.5%     |
| Level 1                         | 55.74      | 57.69    | 58.56    | 59.43    | 61.22    | 62.14    | 63.07    | 64.01    | 64.97    |
| Level 2                         | 57.93      | 59.96    | 60.86    | 61.77    | 63.62    | 64.58    | 65.55    | 66.53    | 67.53    |
| Level 3                         | 60.19      | 62.30    | 63.23    | 64.18    | 66.10    | 67.10    | 68.10    | 69.12    | 70.16    |