

THE WAGES BULLETIN OF EARLY LEARNING ASSOCIATION AUSTRALIA

Educational Services (Teachers) Award 2010

This award is used for early childhood teachers where the employer is not a named respondent to the Victorian Early Childhood Teachers and Assistants Agreement (VECTAA)

Wage rates payable from the first pay period commencing on or after 1 July 2015.

Classification/	Annual salary	Weekly	Hourly
Level			
Level 1	\$45,686	\$875.50	\$23.04
Level 2	\$46,628	\$893.60	\$23.52
Level 3	\$47,896	\$917.90	\$24.16
Level 4	\$49,624	\$951.00	\$25.03
Level 5	\$51,354	\$984.20	\$25.90
Level 6	\$52,962	\$1,015.00	\$26.71
Level 7	\$54,572	\$1,045.80	\$27.52
Level 8	\$56,300	\$1,079.00	\$28.39
Level 9	\$58,029	\$1,112.10	\$29.27
Level 10	\$59,758	\$1,145.20	\$30.14
Level 11	\$61,487	\$1,178.40	\$31.01
Level 12	\$63,215	\$1,211.50	\$31.88

Weekly rates are determined by dividing the annual rate by 52.18

Definitions

Full time employees are employed on a regular basis for 38 hours per week.

Part time employees are employed on a regular basis, with an expectation of continuing employment, for less than 34.2 hours per week, (90% of full time). If the hours of a part time employee rise above 90% then the employee is considered as full time.

Casual employees are employed as needed to replace full or part time employees who may be absent from work for any reason.

A teacher with a three year qualification will commence at level 1 and progress to level 12.

A teacher with a four year qualification will commence at level 3 and progress to level 12.

A teacher with a five year qualification will commence at level 4 and progress to level 12.

Where a teacher has completed an additional qualification after commencement of employment, he/she will be reclassified and back paid accordingly provided that evidence of the additional qualification is produced within three months of completion of the qualification. If evidence is not provided within three months then reclassification is effective from the date that evidence is provided to the employer.

For early childhood teachers, experience includes:

- Teaching in preschools, kindergartens, multi-purpose centres, early intervention services, long day care and similar services.
- Teaching of children from four to eight years in a school registered by the appropriate authority.
- Service as a lecturer in early childhood education or child development.

- Service as a diploma qualified childcare worker, at a rate of one year for every three years of service, up to a maximum of four years.

Emergency teachers are engaged for a period up to four consecutive days. They are paid \$269.75 for a full day, \$134.88 for a half day or \$67.44 for a quarter day.

Relief teacher is one appointed to work in place of an employee who is absent for a period of more than four days. Payment is according to the above scale based on qualifications and experience with a 25% loading in lieu of holiday pay, annual leave loading and sick leave.

Arrangement of hours

The total hours of employment for an early childhood teacher include teaching, non-teaching, administration, review, development and delivery of educational programs.

For teachers in long day care, where the centre is open for 48 weeks of the year a teacher is entitled to a minimum of two hours each week for planning, preparing, researching and programming activities.

Allowances

Director

A teacher who is appointed as director is entitled to an allowance based on the size of the centre:

Size of centre	% of standard rate
Up to 39 places	11.5%
40 to 59 places	14.25%
60 or more places	17.3%

Travel allowance:

An employee who is required by the employer to use his/her own motor vehicle in the course of his/her duties shall be paid an allowance of \$0.78 per kilometre up to a maximum of 400 kilometres per week.

Superannuation

Employers are required to contribute 9.5% from 1 July 2014 of ordinary time earnings for all teachers who are paid in excess of \$450 in a calendar month.. All new teachers must be provided with a standard superannuation choice form within 28 days of commencement of employment. Teachers who have made a superannuation choice cannot alter that choice within 12 months of making the choice.

Leave

School holidays

Teachers are entitled to all school holidays, as notified by the Department of Education, as paid leave. Leave loading is paid on four weeks leave at Christmas each year. Teachers who have not worked for the full year are entitled to pro-rata leave and loading over the Christmas break.

Annual

There is no entitlement to annual leave other than school holidays.

Personal/carers

Employees are entitled to 10 days personal/carer's leave per year (pro-rata for part-time employees). Unused personal leave is fully cumulative. Personal/carer's leave is accrued progressively during the year.