



EARLY CHILDHOOD TEACHERS AND ASSISTANTS AGREEMENT 2009 (VECTAA)

SUMMARY OF VECTAA 2009 IMPROVEMENTS AND CHANGES

DETAILED SUMMARY DOCUMENT

INTRODUCTION

Note: Whilst the majority of this document is identical to that contained in the earlier summary you may have read in relation to the proposed varied and extended MECA 2005, there are a couple of amendments. These have been marked with a double asterisk in the heading of the relevant section.

Currently the terms and conditions of Early Childhood Teachers and Preschool Play Leaders, employed in your service are regulated by the provisions of the *Early Childhood Teachers' Multi-Employer Certified Agreement 2005 (MECA 2005)*. The terms and conditions of Early Childhood Education Assistants employed in your service are regulated by the provisions of the Educational Services – Early Childhood Assistants - Victoria Award 1999.

This Agreement will apply to all teachers and assistants in your service, in both funded and unfunded programs.

KPV, the AEU and the LHMU have participated in negotiations for an agreement to replace the MECA 2005, along with the involvement of the State Government as the funding body, and have reached agreement.

This document summarises the key differences between the VECTAA 2009 and MECA 2005. Unless specified, the conditions of MECA 2005 & the Assistants' Award remain unchanged and have been incorporated into the VECTAA.

Understanding the provisions of the *Victorian Early Childhood Teachers and Assistants Agreement 2009* is essential to an informed consent process and therefore this summary document should be given careful consideration.

**PLEASE READ AND CONSIDER THIS SUMMARY
DOCUMENT CAREFULLY**

DURATION OF VECTAA

The new VECTAA will operate for a four year period from the date of approval. However a 'No Further Claims' provision states that there will be no further salary increase, if any, before 1 May 2013 beyond those provided for in the agreement.

In relation to the timing of a successor agreement, the VECTAA provides that in the event that a successor agreement is not agreed by 30 April 2013 there will be a guaranteed salary increase, consistent with the Departmental Funding Model at that time, effective from the first pay period on or after 1 May 2013.

TITLE AND SCOPE OF THE AGREEMENT**

The title of this Agreement will be the *Victorian Early Childhood Teachers and Assistants Agreement 2009*.

The title has changed to reflect the inclusion of Assistants in the Agreement and that the Agreement is no longer a multi-employer agreement (although it covers multiple employers). A 'Scope' clause has been inserted to make clear that the provisions of the agreement apply to Early Childhood Teachers (however classified), Preschool Play Leaders, Early Childhood Education Assistants, Additional Assistants (Special Needs) and Activity Group Leaders.*

*Activity Group Leaders were previously known as Coordinators under the Assistants' Award

PARTIES BOUND AND RELATIONSHIP TO PARENT AWARD**

The parties to this Agreement are as follows

- Employers of Early Childhood Teachers, Preschool Play Leaders, Early Childhood Education Assistants and Activity Group Leaders who consent to be bound by the provisions of VECTAA and who authorised KPV to sign the Agreement on their behalf Each of these employers will be listed in a Schedule of the VECTAA.
- The Australian Education Union (AEU)
- The Liquor Hospitality and Miscellaneous Workers Union (LHMU)
- Any other employee organisation that is declared by Fair Work Australia to be covered by the Agreement under subsection 201(2) of the Fair Work Act 2009
- And all employees (as per the scope clause) of employers listed in the schedule who are eligible to be members of the AEU and/or the LHMU.

COMMITMENTS

The Agreement contains a commitment that the agreement won't result in overall disadvantage to employees relative to current enterprise agreements.

It also contains a commitment to:

- Implementation of the Blueprint for Education and Early Childhood Development and early childhood COAG (Council of Australian Governments) initiatives;
- Work towards provision of 15 hours of kindergarten per week in the year before school, delivered by a qualified teacher; and
- Implementation of transition plans (kindergarten to school)

Further, the parties commit themselves to following a suite of industrial relations principles focused on maintaining good relationships, respect, trust and involving mutual problem solving.

WAGE RATES**

The new Agreement delivers:

- Salary increases of 13.66% over 4 years (equivalent to 3.25%p.a.);
- Salary parity for teachers achieved at entry level and parity at the top of the scale in the life of the Agreement achieved through the introduction of a new classification structure;
- A new 12 point salary scale for teachers which maintains the capacity for teachers with a 3 year qualification in the system as at 17 February 2006 to access the top of the scale;
- Revised PSFO/Adviser classifications and salary scale;
- A new salary scale for Assistants providing higher salaries and recognition of Certificate III attainment;
- Lump sum payments ranging between \$500 and \$1500 (pro-rata part-time) to address the delay in reaching the new Agreement. Clause 46.2.2 has been inserted which clarifies who is eligible for the payment. It also provides that for determining the amount paid to assistants, 24.5 hours per week has been set as full-time;
- A commitment to a guaranteed salary increase in May 2013 if no successor agreement is reached by the end of April 2013.

Details of the new salaries and lump sum payments are contained on pages 10 onwards in this Summary Document. Also included are the salary rates applicable to each classification on and from 3 May 2009 when translation to the new classification scale occurs.

NEW CLASSIFICATION STRUCTURE

1. New Classification Structure - Teachers

Provisions governing the Application of the Incremental Range within the structure detailed below are contained in clause 32.3. The main principles to note are:

- All three and four year qualified early childhood teachers who were employed at the date of certification of MECA 2005 (17 February 2006) continue to be treated in the same way for progression through the scale. The entry and top level points for 3 year qualified teachers (2.4), noted on the table below, will apply to those who were not employed as at 17/2/06.
- Early Childhood Teachers with less than a 4 year qualification employed after 17/2/06 and who subsequently complete a fourth year in early childhood education will be eligible to seek reclassification to Exemplary Teacher and then progress through the classification to 3.4.
- Early Education Teachers (Primary), both currently employed and any teachers who enter teaching after the date of certification, will be eligible to progress past the Accomplished 2.2 level when they have completed a minimum one year full-time early childhood teaching qualification.
- Processes for progression within (PDEP) and between classifications (Validation) have not changed. Where following translation to the new scale a translation point is now above a teacher's reclassification point and they have already completed validation to the next classification, the teacher will not be required to repeat the validation process.

	CLASSIFICATION	ENTRY AND TOP LEVEL POINTS		
APPOINTMENT POSITIONS	ADVISER-IN-CHARGE	Level 1		
	PSFO/ADVISER	Level 2		
	PSFO/ADVISER	Level 1		
EARLY EDUCATION TEACHERS	LEVEL 3 (EXEMPLARY)	3.4	Top level for 4 year EC (including 3+1), 3 year EC in the field as at 17/2/06 and Primary conversions	
		3.3		
		3.2		
		3.1		
	VALIDATION PROCESS FOR RECLASSIFICATION			
	LEVEL 2 (ACCOMPLISHED)	2.4	Top level for 3 year EC	
		2.3		
		2.2	Top level for Primary	
		2.1		
	VALIDATION PROCESS FOR RECLASSIFICATION			
	LEVEL 1 (GRADUATE)	1.2		
		1.1	Entry 4 year qualified EC and Primary	
	< 4 YEAR QUALIFIED (GRADUATE)	1.1B		
1.1A		Entry 3 year qualified EC & Primary		

PRESCHOOL PLAY LEADERS	The two level structure has been retained
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2. New Classification Structure - Assistants and Activity Group Leaders

ACTIVITY GROUP LEADER	3	Third year and thereafter
	2	Second year
	1	Entry level
LEVEL 2	2.2	Certificate III only
	2.1	
LEVEL 1	1.5	Top of the scale without Certificate III
	1.4	
	1.3	Entry level with Certificate III
	1.2	
	1.1	Entry level without Certificate III

Preschool Field Officers and Advisers will progress from Level 1 to Level 2 following 24 months service and completion of 8 days professional development per year (4 of which can be undertaken in paid time). Access to these classifications has been confined to 4 year qualified teachers however those 3 year qualified teachers currently employed within these classifications will be eligible to continue to do so.

Pay increases have been delivered through the restructure of the classification scale in addition to the adjustments across the life of the Agreement. This two pronged approach recognises the valuable work of assistants broadly and also aims to accommodate the regulatory reform requiring a Certificate III as the minimum qualification from 2012 and the commitment within the Blueprint for Education and Early Childhood Development to increase qualification levels among early childhood staff.

Recognition of the Certificate III within the new classification structure is designed to reward those who have attained the qualification and encourage others to do so. Processes for progressing through the scale have not changed.

Activity Group Leaders (previously known as Coordinators) in unfunded programs will have a three level scale subject to 12 months service and professional development.

TRANSLATION TO THE NEW SCALE

The translation table at page 12 of this Summary Document shows the points of translation from the existing scale to the new scale. Translation will occur on 3 May 2009.

INTRODUCTION OF 38 HOUR WEEK FOR TEACHERS

The Agreement provides for the introduction of a 38 hour week for teachers in 2010.

This change is reflected throughout the agreement wherever 'a day' is referred to. During the 2009 preschool year 'a day' will continue to be 8 hours however from 2010 onwards, 'a day' will be of 7.6 hours duration. Some examples of this can be found in the sick leave clause and the PDEP provisions. The change to the 38 hour week is also reflected in the caseload provisions.

As part of a suite of flexibility provisions* geared to respond to:

- the regulatory and government policy changes requiring an early childhood teacher in all services by 2013; and
- the introduction of 15 hours program delivery

there will be the capacity from 2011 to apply the arrangement of hours for teachers across the 76 hour fortnight (rather than the 38 hour week) provided that the specified proportions of Teaching and Non-Teaching time are maintained.

* These provisions do not reduce entitlements

ARRANGEMENT OF HOURS – TEACHERS AND ASSISTANTS

The Agreement contains a commitment to phasing in a maximum of 25.5 teaching hours per week by 2011. This commitment has been provided in the context of delivering 15 hours per week of preschool education.

2009: Maintenance of maximum 24 teaching hours within a 40 hour week (40 minutes non-teaching time for each hour of teaching time)

2010: Maintenance of maximum 24 teaching hours within a 38 hour week (35 minutes non-teaching time for each hour of teaching time)

2011: Increase in maximum teaching time to 25.5 hours within a 38 hour week (30 minutes non-teaching time for each hour of teaching time provided that a full-time teacher shall have no more than 12.5 hours non-teaching time).

For assistants a new component of time will be introduced into their arrangement of hours to facilitate these changes. Assistants will undertake a wider range of duties under the direct supervision of the teacher.

Assistants will have an allocation of:

- contact time
- program support duties time (45 minutes for each child attendance period); and from 2010
- time for non-teaching duties carried out under the supervision of the teacher. This will be allocated on the basis of 5 minutes for each hour or part thereof of contact time up to a maximum of 2 hours in 2010 (or 4 hours per fortnight), and a maximum of 2 hours and 10 minutes per week (or 4 hours and 20 minutes per fortnight) from 2011.

Importantly with the introduction of the changes to maximum contact hours for teachers, the Agreement stipulates that it will not result in a reduction of the existing workforce, including no reduction in the existing time fractions of teachers.

Additionally the Agreement provides that whilst the Arrangement of Hours for Teachers will be applied across the 38 hour week, from 2011 it may be applied across a 76 hour fortnight provided that the specified proportions of teaching and non-teaching time are maintained. This provision preserves a 38 hour week and the proportions of teaching/non-teaching time but provides flexibility in how the teaching/non-teaching time is distributed across a fortnight. This is a flexibility provision which may assist with timetabling options for the introduction of 15 hours programs.

The limit of 6.5 hours per week for management support/ancillary time has been removed in order to provide greater flexibility.

ALLOCATION OF HOURS FOR ORGANISATIONAL ACTIVITIES – ASSISTANTS

The provisions which apply to teachers for 2 days (pro-rata part-time) have been extended to assistants. These are the days which are normally scheduled at the start and end of the year.

BREAKS - ASSISTANTS

To facilitate timetabling options for staff and services in light of the phased changes to the arrangement of hours for teachers and assistants, the assistants' meal break provisions will allow for an assistant to have a paid break where they are undertaking non-teaching duties under the direct supervision of a teacher during the meal break. This will be in addition to the current options available.

This provision is consistent with the teachers' break provisions which provide a paid break where the teacher is undertaking non-teaching or management support duties during the break.

The new provisions will broaden the timetabling options for enabling the teacher and assistant to have scheduled paid time together for this purpose.

EMERGENCY TEACHER RATES AND ADDITIONAL HOURS

Emergency teacher rates have been set at the new 1.2 with a 20% loading. As a consequence of the significant salary increases to the substantive rate, the emergency teaching rate has also increased. The time allocation for non-teaching time (25% of teaching time) and the minimum of 3.5 hours employment has been retained.

However a distinction has been made between those teachers in on-going part-time positions who elect to undertake additional hours as an emergency teacher for their employer and an emergency teacher working for an agency or from a relief list.

Part-time teachers who agree to work additional hours for their employer to provide emergency replacement will be paid at their normal rate of pay (according to their place on the salary scale) with a 20% loading. A safety net will provide that no teacher providing emergency replacement in their own centre will receive less than the external emergency teacher rate. The non-teaching time and minimum employment provisions of the emergency teacher will also apply to the teacher taking on additional hours for the replacement work.

HOLIDAYS – TEACHERS IN LONG DAY CARE

Without reduction in the entitlement to holidays, the agreement provides a flexibility provision enabling a teacher employed in a long day care centre to take the same quantum of leave in alternate arrangements.

The clause provides that any teacher to whom the Agreement applies, other than a Preschool Field Officer, an Adviser, an Adviser-In-Charge, an Emergency Teacher /Pre-School Play Leader, a Relief Teacher/ Pre-School Play Leader in receipt of a loading in lieu of certain entitlements and/or employees on leave without pay, employed in a long day care centre, shall be entitled to the same quantum of leave as provided in school holidays as gazetted by the Department of Education and Early Childhood Development.

However it goes on to provide that if not taken as specified, leave may be taken as follows:

- (a) One block of four weeks during the Christmas/New Year school holidays period (unless rescheduled by mutual agreement; and
- (b) 11 Programmed Days Off being one in each four week period; and
- (c) the balance to be taken by mutual agreement but in no less than single day periods. provided that where mutual agreement cannot be reached on the scheduling of the balance of days they shall be taken during the school holidays as gazetted.

However by mutual agreement, reviewed annually, an employee may agree to the buy out, all or in part, of the leave in excess of the four week period. The effect of this is that the teacher may work through part or all of the term break and be paid salary at double time for any such period.

This provision makes explicit that the VECTAA is applicable to early childhood teachers employed in long day care centres.

PARENTAL LEAVE**

These provisions have changed significantly. Eligible employees under this agreement will now be entitled to fourteen (14) weeks paid maternity leave and adoption leave and one week paid paternity leave. This is an increase from 8 weeks paid maternity leave for teachers and from a zero entitlement for assistants. All staff will have an entitlement to up to 78 weeks maternity leave (an increase from 52 weeks for assistants) and up to 78 weeks adoption leave (an increase for both teachers and assistants from 52 weeks). The paid provision sits within this entitlement. Discriminatory language has been removed from the clause to recognise the provisions apply to employees in same sex relationships. The paid component of maternity leave will be funded by DEECD for both teachers and assistants in funded programs.

The clause now provides that an employee on maternity leave or adoption leave for their available parental leave (78 weeks) may request their employer to agree to an extension of unpaid parental leave for a period of up to 6 months immediately following the end of the available parental leave. The employer must agree to the request unless they have reasonable business grounds to refuse.

PROBATIONARY EMPLOYMENT

The period of probationary employment for early childhood education assistants has increased from 8 weeks to 12 weeks in accordance the *Workplace Relations Act 1996*. Additional provisions also specify that if the employee is absent for 5 consecutive days or longer, the probationary period may be extended. If requested by the employee, the employer terminating employment within the probationary period shall advise the employee of the reasons for such termination.

INTRODUCTION OF CHANGE, DISCIPLINARY PROCEDURE AND PRELIMINARY DISPUTE RESOLUTION

These provisions now also apply to assistants. The provisions governing introduction of change, grievance and disciplinary processes were previously removed from the Assistants' Award. VECTAA re-establishes these important mechanisms.

The grievance procedure has been varied to include an option for mediation. Pursuing a grievance through a mediation process will only be at the election of the parties to the grievance. The Agreement recognises that this type of conflict resolution is not appropriate to some issues and it may at times be the decision of the parties to return to the grievance resolution processes.

Further, the timelines associated with progress of the grievance have been amended to recognise that some staff work very limited hours per week and in order to carry out the process, a longer timeframe may be necessary. Implementation of the longer timeframe is only with the consent of the aggrieved employee.

SALARY PACKAGING

These provisions have been extended to assistants. The clause (12) allows all employees, excluding relief and emergency employees, to salary package subject to specified terms and conditions. The key aspects of the clause include:

- Other than exempt benefits (as provided in the Fringe Benefits Tax Assessment Act and

superannuation) the employer will have discretion as to whether any other benefits may be added to the salary package. Where other benefits are included, the amount of fringe benefits tax incurred will also be included as part of the salary package.

- The employee shall pay for all reasonable administration costs associated with salary packaging including all setup costs.
- The employer recommends that staff considering salary packaging should seek independent financial advice. The employer shall not be responsible in any way for the cost or outcome of any such advice.

The 50% limit on the amount of salary able to be packaged by the employee has been removed.

LEAVE WITHOUT PAY

This provision has been extended to assistants. The terminology of this clause has changed to Approved Unpaid Absence.

The clause recognises that an Approved Unpaid Absence may provide benefits not only to the individual employee concerned, but also to the service. The clause allows the employer to grant an Approved Unpaid Absence to employees for personal, family or mutually agreed career development reasons. The clause identifies a range of matters which the employer may take into consideration when determining whether to grant an Approved Unpaid Absence:

- Any benefit to the service resulting from the granting of Approved Unpaid Absence
- Whether there is any form of paid leave available to the employee
- Operational needs of the position
- Impact on other members of staff
- Additional costs involved (excluding any costs directly associated with the employment of a replacement employee for the period of leave)
- Ability to adequately source appropriately qualified relief staff

The employee must apply in writing to the employer giving the reason for the request and relevant supporting information and the proposed dates of commencement of the leave and return to work. Any Approved Unpaid Absence granted by the employer will not break continuity of service but will not count for accumulation of entitlements.

ELECTRONIC COMMUNICATION

The provisions of this clause have been extended to assistants. The clause allows employees to use the internet to communicate with the Union provided that it does not unduly interfere with the effective operations of the service and shall be in accordance with the employer's policy regarding the use of information technology.

The use of the internet and email will at all times protect the privacy of children, staff, parents and the employer.

CARER'S LEAVE**

The limitation on the number of days of an employees sick leave which could have been utilised for carer's leave (i.e.10) has been removed.

INDIVIDUAL FLEXIBILITY CLAUSE**

An individual flexibility clause has been added in order to comply with the requirements of the Fair Work Act 2009. The clause provides the capacity for an employer and an employee to agree to vary certain terms of the Agreement, within certain rules and must result in the employee

being better off overall.

OTHER PROVISIONS

Payment of Wages – The option for cash payment has been removed.

Superannuation - This clause has been up-dated to reflect the name change of ARF to Australian Super.

Jury service - Teacher provisions have been amended to be consistent with those of Assistants. All employees on jury duty will be paid the difference between their normal salary and what they are paid by the court for undertaking jury duty.

Other leave – The provisions for leave to attend examinations and leave for the conferring of qualifications have been extended to Assistants.

Occupational Health and Safety – The Agreement specifies for all staff the provision of surgical gloves for use in toileting/bathing of children and disinfecting liquid soap; and that cleaning duties do not include general cleaning work outside or any cleaning where it cannot be performed from the ground or floor.

Anti-discrimination provisions – deleted as the requirement not to discriminate is covered by specific legislation.

LUMP SUM PAYMENTS**

One-off payments of \$1,000 for teachers (with the exception of current level 1A, 1B and 1.1) and \$500 for assistants (with the exception of current level 1) - pro-rata for part-time staff. This recognises the length of time since the last pay increase. Those who do not receive one-off payments receive significant increases through the restructure adjustments. A schedule provides as follows:

1(a) On commencement of this agreement, eligible employees shall be paid the following lump sum amount (pro-rata part-time):

Former Classification	Lump Sum
Advisers	
Adviser in Charge Level 2	\$1,500
Adviser in Charge Level 1	\$1,500
Senior Adviser Level 2	\$1,500
Teachers	
Level 3-3	\$1,000
Level 3-2	\$1,000
Level 3-1	\$1,000
Level 2-4A	\$1,000
Level 2-4	\$1,000
Level 2-3	\$1,000
Level 2-2	\$1,000
Level 2-1	\$1,000
Level 1-3	\$1,000
Level 1-2	\$1,000
Assistants	
Level 6	\$500
Level 5	\$500
Level 4	\$500
Level 3	\$500
Level 2	\$500

2. 'Eligible employees' for this purpose are:
 - (a) Employees in paid employment with the employer in a substantive position at the date of approval of the agreement by Fair Work Australia, excluding emergency teachers and casual assistants; and
 - (b) Relief teachers and casual assistants in fixed term positions of longer than 30 days employed on the date of approval of the agreement by Fair Work Australia.
3. It is not the intention of the provisions of this clause that an employee, on Approved Leave of Absence, who has undertaken employment with another employer respondent to this agreement and is employed on the date of approval of the agreement by Fair Work Australia, will receive any more than one payment under any of these provisions. In these circumstances the provisions of clause 2(a) or (b) shall apply as appropriate.

TRANSLATION TABLES

Early Childhood Teachers

CURRENT MECA 2005 CLASSIFICATION STRUCTURE	NEW VECTAA LEVEL AT 3 MAY 2009	
	Level 3.4	LEVEL 3 EXEMPLARY
	Level 3.3	
Exemplary Level 3.3	Level 3.2	
Exemplary Level 3.2	Level 3.1	
Exemplary Level 3.1	Level 2.4	LEVEL 2 ACCOMPLISHED
Accomplished level 2.4A	Level 2.3	
Accomplished Level 2.4	Level 2.2	
Accomplished Level 2.3	Level 2.1	
Accomplished Level 2.2	Level 1.2	LEVEL 1 GRADUATE
Accomplished Level 2.1	Level 1.1	
Graduate Level 1.3	Level 1.1	
Graduate Level 1.2	Level 1.1	
Graduate Level 1.1	Level 1.1	
Graduate Level 1.1B	Level 1.1B	LEVEL 1 GRADUATE < 4 YEAR QUALIFIED
Graduate Level 1.1A	Level 1.1A	

NOTE: Teachers at Levels 2.4 and 2.4A of the current scale will reclassify to Levels 2.2 and 2.3 respectively as at 3 May 2009. If they have been at this level for twelve months or more (i.e. Level 2.4/2.4A) they will be eligible to increment to the next level (new Level 2.3 and 2.4 respectively) on the basis of having completed their PDEP. All teachers will be required to serve a full 12 months following incremental progression at the new Level 2.4 before being eligible to validate to the new Level 3.1.

Where following translation to the new scale a translation point is now above a teacher's reclassification point and they have already completed validation to the next classification, the teacher will not be required to repeat the validation process.

Preschool Field Officers and Advisers

CURRENT MECA	VECTAA 2009 New Level as at 3 May 2009
ADVISER-IN-CHARGE LEVEL 2	Adviser-In-charge
ADVISER-IN-CHARGE LEVEL 1	Adviser-In-charge
	PSFO/Adviser Level 2
SENIOR ADVISER LEVEL 2	PSFO/Adviser Level 1
SENIOR ADVISER LEVEL 1	PSFO/Adviser Level 1
ADVISER/PSFO LEVEL 2	PSFO/Adviser Level 1
ADVISER/PSFO LEVEL 1	PSFO/Adviser Level 1

Early Childhood Education Assistants

CURRENT AWARD	VECTAA 2009 New Level as at 3 May 2009		
ASSISTANT		Level 2-2 Top with Cert III	LEVEL 2
		Level 2-1	
	Level 6	Level 1-5 Top w/o Cert III	LEVEL 1
	Level 5	Level 1-4	
	Level 4	Level 1-3 Entry level Cert III	
	Level 3	Level 1-2	
	Level 2	Level 1-1 Entry level w/o Cert III	
Level 1	Level 1-1 Entry level w/o Cert III		

Activity Group Leaders

CURRENT AWARD	VECTAA 2009 New Level as at 3 May 3 2009		
COORDINATOR		Level 2	ACTIVITY GROUP LEADER
	Level 3	Level 1	
	Level 2	Level 1	
	Level 1	Level 1	

VECTAA WAGE RATES

Annual salary rates across the life of the agreement – Early Childhood Teachers

Translation		May 2009	May 2010	May 2011	May 2012
Adviser	Adviser-In-Charge	\$78,556	\$80,685	\$82,872	\$85,969
	PSFO/Adviser level 2	\$74,786	\$77,542	\$80,408	\$84,517
	PSFO/Adviser level 1	\$71,016	\$74,399	\$77,944	\$83,064
Level 3	3-4	\$69,940	\$73,272	\$76,763	\$81,806
	3-3	\$66,073	\$68,542	\$71,103	\$73,030
	3-2	\$63,484	\$65,205	\$66,972	\$68,787
	3-1	\$61,848	\$63,524	\$65,246	\$67,014
Level 2	2-4	\$60,212	\$61,843	\$63,519	\$65,241
	2-3	\$59,943	\$61,567	\$63,236	\$64,950
	2-2	\$58,030	\$59,602	\$61,217	\$62,876
	2-1	\$56,449	\$57,979	\$59,550	\$61,164
Level 1	1-2	\$54,911	\$56,399	\$57,927	\$59,497
	1-1	\$52,571	\$53,996	\$55,459	\$56,962
< 4 yr qual	1-1b	\$51,233	\$52,622	\$54,048	\$55,512
	1-1a	\$49,790	\$51,139	\$52,525	\$53,948

Annual salary rates across the life of the Agreement – Emergency teachers (external), incorporating 20% loading

	May 2009	May 2010	May 2011	May 2012
First 3.5 hours	\$125.65	\$135.87	\$139.55	\$143.33
Subsequent hours, or part thereof	\$35.90	\$38.82	\$39.87	\$40.95

Annual salary rates across the life of the Agreement – Early Childhood Education Assistants

			May 2009	May 2010	May 2011	May 2012		
			Level 2	2-2	\$35,276	\$36,232	\$37,214	\$38,222
				2-1	\$34,652	\$35,591	\$36,555	\$37,546
Assistant	Level 6	\$32,458	Level 1	1-5	\$34,049	\$34,971	\$35,919	\$36,893
	Level 5	\$32,200		1-4	\$33,778	\$34,694	\$35,634	\$36,600
	Level 4	\$31,963		1-3	\$33,529	\$34,437	\$35,371	\$36,329
	Level 3	\$31,725		1-2	\$33,279	\$34,181	\$35,107	\$36,059
	Level 2	\$31,467		1-1	\$33,009	\$33,903	\$34,822	\$35,766
	Level 1	\$31,189						

Annual salary rates across the life of the Agreement – Activity Group Leaders

			May 2009	May 2010	May 2011	May 2012		
			Activity Group Leader	3	\$42,650	\$43,800	\$44,990	\$46,199
				2	\$42,016	\$43,146	\$44,316	\$45,525
				1	\$41,361	\$42,491	\$43,661	\$44,851
Coordinator	Level 3	\$34,063						
	Level 2	\$33,666						
	Level 1	\$33,032						

Annual salary rates across the life of the Agreement – Preschool Playleaders

	May 2009	May 2010	May 2011	May 2012
Level 2	\$45,617	\$46,854	\$48,123	\$49,428
Level 1	\$42,848	\$44,009	\$45,202	\$46,427

Weekly rates for the first pay period commencing on or after 3 May 2009

Early Childhood Teachers

Classification	Annual Salary	Weekly Rate	Hourly Rate
Adviser – In- Charge Level	\$78,556	\$1,505.60	\$37.64
PSFO/Adviser Level 2	\$74,786	\$1,433.20	\$35.83
PSFO/Adviser Level 1	\$71,016	\$1,361.20	\$34.03
Exemplary 3.4	\$69,940	\$1,340.40	\$33.51
Exemplary 3.3	\$66,073	\$1,266.40	\$31.66
Exemplary 3.2	\$63,484	\$1,216.80	\$30.42
Exemplary 3.1	\$61,848	\$1,185.20	\$29.63
Validation			
Accomplished 2.4	\$60,212	\$1,154.00	\$28.85
Accomplished 2.3	\$59,943	\$1,148.80	\$28.72
Accomplished 2.2	\$58,030	\$1,112.00	\$27.80
Accomplished 2.1	\$56,449	\$1,082.00	\$27.05
Validation			
Graduate 1.2	\$54,911	\$1,052.40	\$26.31
Graduate 1.1	\$52,571	\$1,007.60	\$25.19
Teachers with less than four year qualification are classified below this point.			
Graduate 1B	\$51,233	\$982.00	\$24.55
Graduate 1A	\$49,790	\$954.40	\$23.86

Emergency teacher rate	3.5 hours	\$110.50
	Hourly	\$31.57

Preschool Playleaders

Classification	Annual Salary	Weekly Rate	Hourly Rate
Level 2	\$45,617	\$874.30	\$24.98
Level 1	\$42,848	\$821.10	\$23.46

Activity Group Leaders

Classification	Annual Salary	Weekly Rate	Hourly Rate
Level 3	\$42,650	\$817.38	\$21.51
Level 2	\$42,016	\$805.22	\$21.19
Level 1	\$41,361	\$792.68	\$20.86

Early Childhood Assistants

Classification	Annual Salary	Weekly Rate	Hourly Rate
Level 2.2	\$35,276	\$676.02	\$17.79
Level 2.1	\$34,652	\$664.24	\$17.48
Level 1.5	\$34,049	\$652.46	\$17.17
Level 1.4	\$33,778	\$647.52	\$17.04
Level 1.3	\$33,529	\$642.58	\$16.91
Level 1.2	\$33,279	\$637.64	\$16.78
Level 1.1	\$33,009	\$632.70	\$16.65

NOTE: Refer to the complete Agreement on the AEU/LHMU/KPV websites for the weekly wage rates across the life of the Agreement.