

T 15102 OF 2024



Industrial Relations Act 1984
s 55 Industrial Agreement

PRINCIPALS AGREEMENT 2023

Between the
Minister administering the *State Service Act 2000*
and the
Australian Education Union, Tasmanian Branch



1 TITLE

This Agreement shall be known as the Principals Agreement 2023.

2 INDEX

1	TITLE.....	2
2	INDEX.....	2
3	APPLICATION.....	3
4	DATE AND PERIOD OF OPERATION.....	3
5	PARTIES BOUND.....	3
6	RELATIONSHIP TO AWARDS AND AGREEMENTS.....	3
7	DEFINITIONS.....	3
8	CLASSIFICATION STRUCTURE.....	4
9	ESSENTIAL REQUIREMENT- SCHOOL LEADERSHIP AND MANAGEMENT PREREQUISITES.....	6
10	PRINCIPAL PERFORMANCE AND DEVELOPMENT PROCESS.....	8
11	SALARY PROGRESSION.....	9
12	ACCELERATED SALARY PROGRESSION.....	10
13	GRIEVANCES AND DISPUTE SETTLING PROCEDURE.....	10
14	NO EXTRA CLAIMS.....	11
SCHEDULE 1	CLASSIFICATION and SALARY STRUCTURE.....	12
SCHEDULE 2	TRANSLATION OF PRINCIPAL CLASSIFICATIONS.....	15
SIGNATORIES.....		22



3 APPLICATION

This Agreement is made in respect of employees covered by the Teaching Service (Tasmanian Public Service) Award and for whom a classification is contained at Schedule 1 of this Agreement.

4 DATE AND PERIOD OF OPERATION

- 4.1 This Agreement cancels and replaces the Teaching Service (Tasmanian Public Sector) Principals Agreement 2013.
- 4.2 This Agreement applies with effect from 9 February 2022 and will remain in force until 8 February 2026.
- 4.3 The parties will jointly review the operation of this Agreement by 31 July 2025.
- 4.4 The parties agree to commence negotiations for a replacement Agreement on or before 1 September 2025.

5 PARTIES BOUND

This Agreement is between the Minister administering the *State Service Act 2000* and the Australian Education Union (AEU), Tasmanian Branch.

6 RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Teaching Service (Tasmanian Public Sector) Award, as amended from time to time or any registered Agreement with the Minister administering the *State Service Act 2000*.

7 DEFINITIONS

Line Manager: means an employee assigned the duties of Director - Principal Leadership, or equivalent.

School Based Principal: means employees who are assigned the duties of a school-based principal and who are responsible for leading the administrative and educational program of a school or college, in either a fixed-term (acting) or substantive capacity.

Principal Salary Progression Review Panel: means the Director People Services and Support (Chair), a Deputy Secretary and a Senior Director, or equivalent outside of the Schools and Early Years portfolio.



8 CLASSIFICATION STRUCTURE

- 8.1 Schedule 1 prescribes the new classification structure and salaries applicable for School Based Principals.
- 8.2 The Classification Structure is based on school complexity as determined by the global school budget figures. The global school budget figures will be adjusted each year on a rolling three-year average basis (to reflect changes to budget allocation) to maintain the relativity of levels.
- 8.3 Upon registration of this agreement, School Based Principals will translate to the new classification levels as per Schedule 2 of this Agreement.
 - 8.3.1 In the case of a School Based Principal assigned a classification on an ongoing basis to a school that has increased in classification at the time of registration, the employee will not have to reapply for the Principal duties (position) they have been assigned and will be assigned the higher classification as per Schedule 2.
 - 8.3.2 In the case of a School Based Principal assigned a classification on an ongoing basis to a school that has decreased in classification at the time of registration, the employee will not have to reapply for the Principal duties (position) they have been assigned and will receive salary maintenance to their current substantive classification level prior to registration of the Agreement.
 - 8.3.3 In the case of a School Based Principal assigned a classification on a fixed term basis to a school that has increased in classification at the time of registration, the employee will not have to reapply for the Principal duties (position) they are assigned and will be assigned the higher classification as per Schedule 2 for the remainder of the term of their fixed term assignment.
 - 8.3.4 In the case of a School Based Principal assigned a classification on a fixed term basis to a school that has decreased in classification at the time of registration, the employee will not have to reapply for the Principal duties (position) they are assigned and will receive salary maintenance to their current substantive classification level prior to registration of the Agreement for the remainder of the term of their fixed term assignment.



- 8.4 Increases in classification and associated salary described in 8.3 will apply from the beginning of Term 1 2022, provided that the School Based Principal was assigned the classification of that school they are engaged in at the time of registration at the start of Term 1 2022. If the School Based Principal was assigned duties at a school that has increased in classification after the beginning of Term 1 2022, the increase in classification and associated salary will apply from the date of the assignment to that school. The retroactive payments will be made by way of a Higher Duties Allowance until the new classification and pay structure is applied from the date of registration using the following pay points:

Revised Classification	9/02/2022	FFPPOOA 01/03/2022	FFPPOOA 1/03/2023
Principal Level 1	N/A	N/A	N/A
Principal Level 2	\$138,574	\$141,830	\$147,829
Principal Level 3	\$147,161	\$150,619	\$156,926
Principal Level 4	\$155,755	\$159,415	\$166,030
Principal Level 5	\$164,347	\$168,209	\$175,131
Principal Level 6	\$172,940	\$177,004	\$184,234



- 8.5 Where the classification of a school decreases on annual review, the School Based Principal will receive salary maintenance to the classification level prior to the review.
- 8.6 Where the classification of a school increases on annual review, the School Based Principal will receive a Higher Duties Allowance to the new classification level for a period up to two years and the School Based Principal duties will be advertised at or prior to the expiration of that time.
- 8.7 The parties agree to develop a process for School Based Principals in receipt of salary maintenance to support their placement at a school at their substantive classification level as vacancies occur.
- 8.8 In accordance with the provisions of the *State Service Act 2000*, School Based Principals may be assigned duties at a different school where the classification at the current school differs from the employee's substantive classification.
- 8.8.1 In cases where the new school's classification is lower than the employee's substantive classification, the employee will continue to be paid in accordance with their substantive classification.
- 8.8.2 In cases where new school's classification is higher than the employee's substantive classification, the employee will be paid the salary rate in accordance with the higher classification on a fixed term by way of a Higher Duties Allowance.

9 ESSENTIAL REQUIREMENT- SCHOOL LEADERSHIP AND MANAGEMENT PREREQUISITES

- 9.1 The role of the principal is highly regarded and through effective leadership principals are capable of significant influence. The School Leadership and Management Prerequisites (SLMP) is a strategy developed to ensure all principals have a consistent baseline capability. The prerequisites consist of online modules, offered through the Professional Learning Institute. They will take a minimum of 25 hours to complete.

The prerequisites aim to:

- build the foundational capabilities to undertake the principal role,
- support aspiring school leaders to build the foundational knowledge and skills required of a school-based principal in a Tasmanian Government school,



- support the transition of leaders into principal roles,
- ensure current school-based principals have a contemporary understanding of critical and key issues and requirements of the principal role, and
- ensure principal candidates, with prior experience, from other jurisdictions – other States and Non-Government schools - will be required to undertake the SLMP to ensure a consistency of baseline knowledge within the DECYP context.

9.2 Subject to the provisions below, satisfaction of the SLMP are an essential requirement of a School Based Principal.

9.3 Effective 12 months from the date of registration of this Agreement, all candidates who seek to be appointed to the classification of a School Based Principal will be required to meet the SLMP essential requirement, to demonstrate a level of base capability and technical competence to be eligible for appointment as a School Based Principal.

9.4 Candidates for School Based Principal must:

- Enrol to complete self-paced study for the certification,
- Receive competence against modules divided into four key learning areas:
 - Teaching and Learning,
 - Human, Financial and Facilities Resource Management,
 - Engaging and Working with the Community, and
 - Student and Staff Wellbeing for Learning, and
- Hold a certificate of completion from the Department formalising satisfaction of the SLMP requirements, such certificate will remain valid for 2 years from the date of issue for candidates yet to be appointed to a School Based Principal role.

Noting:

- Candidates may be required to undertake further study in line with any policy changes, e.g., updated or amended module or content, and
- Candidates will have 3 years to complete the full set of modules from the date of completion of the first module.

9.5 Existing School Based Principals



- a) Existing School Based Principals will complete the School Leadership and Management Prerequisites as a one-off requirement. Priority areas of development will be identified through the Performance and Development Process.
- b) A transition period of 12 months will apply from the date of registration of this Agreement for existing School Based Principals to complete all the School Leadership and Management Prerequisites.
- c) Recognition of Prior Learning (RPL) will be considered for current School Based Principals, at the discretion of the line manager.
- d) Existing School Based Principals may be required to undertake further study in line with any policy changes including updated or amended module or content.

9.6 External Candidates

- a) Candidates who apply for School Based Principal vacancies and who are external to the Department will be required to complete the SLMP prior to an appointment and the commencement of employment.
- b) Enrolment via the Professional Learning Institute will enable access to the SLMP for external candidates.

9.7 Acting arrangements of one Term or less do not require the School Leadership and Management Prerequisites to be fully completed.

Provided that for the life of this Agreement, acting arrangements of a candidate who has not fully completed the School Leadership and Management Prerequisites will be able to be made, in extenuating circumstances and at the discretion of the employer.

10 PRINCIPAL PERFORMANCE AND DEVELOPMENT PROCESS

LEADERSHIP AND GROWTH

- 10.1 All School Based Principals are required to have a Performance and Development Plan (PDP) as agreed between the School Based Principal and their line manager.
- 10.2 PDPs are developed through the established DECYP four-stage cycle and will include the establishment of goals against three domains spanning school goals, individual goals, and strategic/system goals.



- 10.3 PDPs are a mandatory input for consideration of salary progression in accordance with clause 11.

11 SALARY PROGRESSION

- 11.1 Eligible School Based Principals can apply for salary progression within the classification level every two years.
- 11.2 Provided that a School Based Principal who is in receipt of salary maintenance will only be eligible to access the first pay point in the classification structure.
- 11.3 To be eligible for a salary progression a School Based Principal must demonstrate that they have satisfactorily met all (school, self, and system) goals from two consecutive PDP cycles.
- 11.4 Assessment of a School Based Principal's salary progression application will be undertaken by the Principal Salary Progression Review Panel.
- 11.5 The Principal Salary Progression Review Panel will review each application for salary progression, to validate that the process outlined in the DECYP Principal Performance and Development Procedure has been consistently followed, and that the evidence submitted supports the final assessment by the Line Manager.
- 11.6 The School Based Principal will be advised of the outcome of the Principal Salary Progression Review Panel's review in writing. Where salary progression is not approved the School Based Principal will be advised of the process for seeking a review of the decision.
- 11.7 Where a School Based Principal is subject to a Performance Improvement Plan (PIP) process the current PDP cycle will be paused until the PIP process is concluded.
- 11.8 In cases where a School Based Principal moves between schools with the same classification, their progression point is carried with them.
- 11.9 In cases where a School Based Principal is temporarily assigned non-school Principal duties, their progression point will be maintained and recognised on return to a school of the same classification within two years.



12 ACCELERATED SALARY PROGRESSION

- 12.1 School Based Principals may elect to apply for a salary progression in the first 12 months of the Agreement (accelerated salary progression).
- 12.2 School Based Principals who are eligible to apply for accelerated salary progression are determined to be those who:
- a) Hold a certificate of completion from the Department formalising satisfaction of the SLMP requirements,
 - b) Have been assigned duties as the Principal of the same school for a total of five out of the past six years; and
 - c) Have had no change in their School Based Principal classification in that time.

13 GRIEVANCES AND DISPUTE SETTLING PROCEDURE

- 13.1 The parties are committed to avoiding industrial disputation about the application of this Agreement.
- 13.2 If a grievance or dispute arise about the application of this Agreement:
- a) In the first instance, it is to be dealt with at the workplace by appropriate employer and employee representatives;
 - b) In circumstances where discussions outlined in 13.2 (a) fail to resolve the grievance or dispute, the issue will be referred to appropriate union and management representatives; and
 - c) If still unresolved, the matter will be referred to the Tasmanian Industrial Commission.



- 13.3 Where a grievance or dispute is being dealt with under this process, normal work will continue.
- 13.4 This grievance and dispute procedure does not take away an employee's rights to seek redress of a grievance either under the *State Service Act 2000* or the *Industrial Relations Act 1984*, or any other relevant legislation.

14 NO EXTRA CLAIMS

The parties to this Agreement undertake that, for the life of this Agreement, they will not initiate any additional claims regarding salary or conditions of employment.



SCHEDULE I CLASSIFICATION and SALARY STRUCTURE

The following table establishes the classification structure for School Based Principals. The budget thresholds informing classification are amended year-to-year as per the method included below the table. Increases to rates of pay associated with each progression point within classifications reflect the increases agreed in the Teachers Agreement 2023.

School Based Principal Classification	Budget	Progression (biennial, subject to clause 11)	As at Registration	FFPPCOOA 1/03/2024	FFPPCOOA 1/03/2025
Level 1	up to \$1.65M	1	\$138,726	\$142,888	\$147,174
		2 years		\$146,013	\$150,393
		4 years		\$149,138	\$153,612
		6 years		\$152,264	\$156,832
Level 2	above \$1.65M to \$2.9M	1	\$147,829	\$152,264	\$156,832
		2 years		\$155,387	\$160,048
		4 years		\$158,510	\$163,265
		6 years		\$161,634	\$166,483
Level 3	above \$2.9M to \$4.25M	1	\$156,926	\$161,634	\$166,483
		2 years		\$164,759	\$169,702
		4 years		\$167,884	\$172,920
		6 years		\$171,011	\$176,141
Level 4	above \$4.25M to \$6.025M	1	\$166,030	\$171,011	\$176,141
		2 years		\$174,135	\$179,359
		4 years		\$177,259	\$182,577
		6 years		\$180,385	\$185,796
Level 5	above \$6.025M to \$7.975M	1	\$175,131	\$180,385	\$185,796
		2 years		\$183,510	\$189,015
		4 years		\$186,635	\$192,234
		6 years		\$189,761	\$195,454
Level 6	above \$7.975M to \$16.15M	1	\$184,234	\$189,761	\$195,454
		2 years		\$192,886	\$198,673
		4 years		\$196,011	\$201,891
		6 years		\$199,137	\$205,111



Constituent elements of the budget figures and the indexation methodology

- School Based Principal Classification level is calculated using the global school budget (staffing and cash allocations). The school budget calculation has been used as it is considered that the budget correlates with school complexity.
- The school budget is calculated using the following inputs:
 - Staffing profile allocations, calculated using an average salary cost. This includes teaching and non-teaching staff.
 - School Resource Package allocations including the following funding:
 - Fairer Funding model Allocation
 - Facility Funding – including maintenance, contract cleaning and electricity
 - Aboriginal Education Services – including Aboriginal Education Workers
 - Curriculum Services – including literacy coaches, and LIFT
 - Early years funding – including Launching into Learning
 - English as an Additional Language (EAL) allocations
 - Inclusion and Diversity Services - including Educational adjustments
 - Child and Student Wellbeing - including Trauma funding for schools and individual students
 - Learning Services - including 11-12 Extensions schools funding
 - Professional Learning Institute – including Teacher Intern Placement Program
 - Vocational Learning and Career Education
 - Other funding - including school administration Capital Investment Program support and More Support in Prep funding.
- School Resource Package allocations will continue reflect adjustments year to year, as additional funding is added or if funding initiatives cease.
- Specific exclusions from the amounts included above were made for COVID-19 relief, priority school allocations, English as an Additional Language (EAL) Teacher Assistants student funding and Educational Adjustments VLT (Virtual Learning Tasmania) students. These exclusions were made as they are not considered to form part of school complexity.
- Additionally, the budget calculation does not include staff that are from other sections of the Department and who are not specifically allocated to schools, for example, Professional Support Staff or EAL Staff.



- To calculate the three year average for the global school budget, the Year2 and Year3 values (with Year1 being the most recent year) are indexed so as to be on the same basis as Year1. This is done by:
 - Staffing: All staffing FTE are converted to dollars using the most recent salary rates. For example, Year3 base grade teachers are costed at the current salary rate.
 - School Resource Package (SRP): To index the SRP (cash) allocations, Year2 allocations are indexed by the Year1 SRP indexation rate. Year3 allocations are first indexed by the Year2 rate and then by the Year1 rate.
- The classification thresholds are indexed each year to ensure they move in line with global school budget indexation. This is achieved by:
 - The calculation of a weighted average annual indexation rate. This is calculated by weighting the SRP and salary indexation rates by the proportion of salaries and SRP making up the global school budget for each year.
 - This is split approximately as 33% SRP and 66% salaries
 - This weighted average indexation is then applied to the previous year's classification thresholds to calculate the thresholds applicable for the current year.



SCHEDULE 2 TRANSLATION OF PRINCIPAL CLASSIFICATIONS

The translation of employees who are substantively assigned a school based principal classification will occur in accordance with the following table.

School Name	2021 Classification (Old Model)	2022 Classification	2023 Classification	2024 Classification	2021 to 2022 Movement	2022 to 2023 Movement	2023 to 2024 Movement
Albuera Street Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Andrews Creek Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Ashley School	Level 1	Level 1	Level 1	Level 1	-	-	-
Austins Ferry Primary School	Level 5	Level 4	Level 4	Level 4	(1)	-	-
Bagdad Primary School	Level 1	Level 1	Level 2	Level 2	-	1	-
Bayview Secondary College	Level 4	Level 4	Level 4	Level 4	-	-	-
Beaconsfield Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Bellerive Primary School	Level 4	Level 3	Level 3	Level 3	(1)	-	-
Bicheno Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Blackmans Bay Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Boat Harbour Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Bothwell District High School	Level 1	Level 1	Level 2	Level 2	-	1	-
Bowen Road Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Bracknell Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Bridport Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Brighton Primary School	Level 4	Level 4	Level 4	Level 4	-	-	-
Brooks High School	Level 4	Level 4	Level 5	Level 5	-	1	-
Bruny Island District School	Level 1	Level 1	Level 1	Level 1	-	-	-
Burnie High School	Level 5	Level 5	Level 5	Level 5	-	-	-
Burnie Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Cambridge Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Campania District School	Level 2	Level 3	Level 3	Level 3	1	-	-
Campbell Street Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Campbell Town District High School	Level 2	Level 3	Level 3	Level 3	1	-	-
Cape Barren Island School	-	-	-	-	-	-	-
Claremont College	Level 5	Level 5	Level 5	Level 5	-	-	-
Clarence High School	Level 5	Level 5	Level 5	Level 5	-	-	-



School Name	2021 Classification (Old Model)	2022 Classification	2023 Classification	2024 Classification	2021 to 2022 Movement	2022 to 2023 Movement	2023 to 2024 Movement
Clarendon Vale Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Collinsvale Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Coote Primary School	Level 1	Level 2	Level 2	Level 2	1	-	-
Cosgrove High School	Level 3	Level 3	Level 4	Level 4	-	1	-
Cressy District High School	Level 3	Level 3	Level 3	Level 3	-	-	-
Cygnets Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Deloraine High School	Level 3	Level 3	Level 3	Level 3	-	-	-
Deloraine Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Devonport High School	Level 4	Level 4	Level 4	Level 4	-	-	-
Devonport Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Dodges Ferry Primary School	Level 4	Level 4	Level 4	Level 4	-	-	-
Don College	Level 6	Level 6	Level 6	Level 6	-	-	-
Dover District School	Level 2	Level 2	Level 2	Level 2	-	-	-
Dunalley Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Early Childhood Intervention Service - Burnie	Level 1	Level 1	Level 1	Level 1	-	-	-
Early Childhood Intervention Service - Devonport	Level 1	Level 1	Level 1	Level 1	-	-	-
Early Childhood Intervention Service - Hobart	Level 2	Level 2	Level 2	Level 2	-	-	-
Early Childhood Intervention Service - Launceston	Level 1	Level 1	Level 1	Level 1	-	-	-
East Devonport Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
East Launceston Primary School	Level 4	Level 4	Level 4	Level 4	-	-	-
East Tamar Primary School	Level 4	Level 3	Level 3	Level 4	(1)	-	1
East Ulverstone Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Edith Creek Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Elizabeth College	Level 6	Level 6	Level 6	Level 6	-	-	-
Evandale Primary School	Level 1	Level 2	Level 2	Level 1	1	-	(1)
Exeter High School	Level 3	Level 3	Level 4	Level 4	-	1	-
Exeter Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Fairview Primary School	Level 4	Level 3	Level 3	Level 3	(1)	-	-



School Name	2021 Classification (Old Model)	2022 Classification	2023 Classification	2024 Classification	2021 to 2022 Movement	2022 to 2023 Movement	2023 to 2024 Movement
Flinders Island District High School	Level 1	Level 2	Level 2	Level 2	1	-	-
Forest Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Forth Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Franklin Primary School	Level 1	Level 1	Level 1	Level 2	-	-	1
Geeveston Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Glen Dhu Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Glen Huon Primary School	Level 1	Level 1	Level 2	Level 2	-	1	-
Glenora District School	Level 2	Level 3	Level 3	Level 3	1	-	-
Glenorchy Primary School	Level 4	Level 4	Level 4	Level 4	-	-	-
Goodwood Primary School	Level 1	Level 2	Level 2	Level 2	1	-	-
Goulburn Street Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Hagley Farm Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Havenvlew Primary School	Level 1	Level 1	Level 1	Level 2	-	-	1
Hellyer College	Level 5	Level 6	Level 5	Level 5	1	(1)	-
Hillcrest Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Hobart City High School	-	Level 6	Level 6	Level 6	6	-	-
Hobart College	Level 6	Level 6	Level 6	Level 6	-	-	-
Howrah Primary School	Level 4	Level 4	Level 4	Level 5	-	-	1
Huonville High School	Level 4	Level 4	Level 4	Level 4	-	-	-
Huonville Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Illawarra Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Invermay Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
JRLF - East Derwent Primary School	Level 4	Level 4	Level 4	Level 4	-	-	-
JRLF - Gagebrook Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
JRLF - Herdsmans Cove Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
JRLF - Senior School	Level 4	Level 5	Level 5	Level 5	1	-	-
Kempton Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
King Island District High School	Level 2	Level 3	Level 3	Level 3	1	-	-
Kings Meadows High School	Level 4	Level 5	Level 5	Level 5	1	-	-
Kingston High School	Level 4	Level 5	Level 5	Level 5	1	-	-
Kingston Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Lansdowne Crescent Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Latrobe High School	Level 4	Level 4	Level 5	Level 5	-	1	-



School Name	2021 Classification (Old Model)	2022 Classification	2023 Classification	2024 Classification	2021 to 2022 Movement	2022 to 2023 Movement	2023 to 2024 Movement
Latrobe Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Lauderdale Primary School	Level 5	Level 4	Level 4	Level 4	(1)	-	-
Launceston Big Picture School	Level 1	Level 1	Level 1	Level 2	-	-	1
Launceston College	Level 6	Level 6	Level 6	Level 6	-	-	-
Lenah Valley Primary School	Level 4	Level 4	Level 4	Level 4	-	-	-
Lilydale District School	Level 3	Level 4	Level 4	Level 4	1	-	-
Lindisfarne North Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Lindisfarne Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Longford Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Margate Primary School	Level 4	Level 3	Level 3	Level 3	(1)	-	-
Miandetta Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Mole Creek Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Molesworth Primary School	Level 1	Level 2	Level 2	Level 2	1	-	-
Montagu Bay Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Montello Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Montrose Bay High School	Level 5	Level 5	Level 5	Level 5	-	-	-
Moonah Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Mount Nelson Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Mount Stuart Primary School	Level 2	Level 3	Level 3	Level 3	1	-	-
Mountain Heights School	Level 2	Level 4	Level 4	Level 4	2	-	-
Mowbray Heights Primary School	Level 5	Level 4	Level 4	Level 4	(1)	-	-
Natone Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
New Norfolk High School	Level 4	Level 4	Level 4	Level 4	-	-	-
New Norfolk Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
New Town High School	Level 5						
New Town Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Newstead College	Level 4	Level 5	Level 5	Level 5	1	-	-
Nixon Street Primary School	Level 4	Level 4	Level 4	Level 4	-	-	-
North West Support School	Level 3	Level 5	Level 5	Level 6	2	-	1
Northern Support School	Level 2	Level 5	Level 5	Level 5	3	-	-
Norwood Primary School	Level 4	Level 4	Level 4	Level 4	-	-	-



School Name	2021 Classification (Old Model)	2022 Classification	2023 Classification	2024 Classification	2021 to 2022 Movement	2022 to 2023 Movement	2023 to 2024 Movement
Oatlands District High School	Level 2	Level 3	Level 3	Level 3	1	-	-
Ogilvie High School	Level 5						
Orford Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Ouse District School	Level 1	Level 1	Level 1	Level 1	-	-	-
Parklands High School	Level 4	Level 4	Level 5	Level 5	-	1	-
Penguin District School	Level 5	Level 5	Level 5	Level 5	-	-	-
Perth Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Port Dalrymple School	Level 4	Level 5	Level 5	Level 5	1	-	-
Port Sorell Primary School	Level 3	Level 2	Level 2	Level 3	(1)	-	1
Princes Street Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Prospect High School	Level 4	Level 4	Level 4	Level 5	-	-	1
Punchbowl Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Queechy High School	Level 5	Level 5	Level 5	Level 6	-	-	1
Ravenswood Heights Primary School	Level 4	Level 3	Level 3	Level 3	(1)	-	-
Redpa Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Reece High School	Level 4	Level 4	Level 5	Level 5	-	1	-
Riana Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Richmond Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Ridgley Primary School	Level 1	Level 1	Level 1	Level 2	-	-	1
Ringarooma Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Risdon Vale Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Riverside High School	Level 5	Level 5	Level 5	Level 5	-	-	-
Riverside Primary School	Level 5	Level 5	Level 5	Level 5	-	-	-
Rokeby Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Romaine Park Primary School	Level 4	Level 3	Level 3	Level 4	(1)	-	1
Rose Bay High School	Level 5	Level 5	Level 5	Level 5	-	-	-
Rosebery District School	Level 1	Level 2	Level 2	Level 2	1	-	-
Rosetta Primary School	Level 4	Level 3	Level 3	Level 3	(1)	-	-
Rosny College	Level 6	Level 6	Level 6	Level 6	-	-	-
Sandy Bay Infant School	Level 1	Level 1	Level 1	Level 1	-	-	-
Sassafras Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Scottsdale High School	Level 3	Level 4	Level 4	Level 4	1	-	-
Scottsdale Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Sheffield School	Level 4	Level 5	Level 5	Level 5	1	-	-
Smithton High School	Level 3	Level 4	Level 4	Level 4	1	-	-
Smithton Primary School	Level 2	Level 2	Level 2	Level 3	-	-	1
Snug Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-



School Name	2021 Classification (Old Model)	2022 Classification	2023 Classification	2024 Classification	2021 to 2022 Movement	2022 to 2023 Movement	2023 to 2024 Movement
Somerset Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Sorell School	Level 6	Level 6	Level 6	Level 6	-	-	-
South Arm Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
South George Town Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
South Hobart Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Southern Support School	Level 2	Level 5	Level 5	Level 5	3	-	-
Sprent Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Spreyton Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Springfield Gardens Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
St Helens District High School	Level 4	Level 5	Level 5	Level 5	1	-	-
St Leonards Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
St Marys District School	Level 3	Level 4	Level 4	Level 4	1	-	-
Stanley Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Strahan Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Summerdale Primary School	Level 4	Level 4	Level 4	Level 4	-	-	-
Swansea Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Table Cape Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Taroona High School	Level 6	Level 6	Level 6	Level 6	-	-	-
Taroona Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Tasman District School	Level 2	Level 3	Level 3	Level 3	1	-	-
Tasmanian eSchool	Level 4	Level 4	Level 4	Level 4	-	-	-
Trevallyn Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Triabunna District School	Level 2	Level 2	Level 3	Level 3	-	1	-
Ulverstone Primary School	Level 4	Level 3	Level 3	Level 3	(1)	-	-
Ulverstone Secondary College	Level 5	Level 5	Level 5	Level 5	-	-	-
Waimea Heights Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Warrane Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Waverley Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
West Launceston Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
West Ulverstone Primary School	Level 2	Level 2	Level 2	Level 2	-	-	-
Westbury Primary School	Level 1	Level 1	Level 1	Level 2	-	-	1
Westerway Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-



School Name	2021 Classification (Old Model)	2022 Classification	2023 Classification	2024 Classification	2021 to 2022 Movement	2022 to 2023 Movement	2023 to 2024 Movement
Wilmot Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-
Windermere Primary School	Level 5	Level 4	Level 4	Level 4	(1)	-	-
Winnaleah District High School	Level 1	Level 2	Level 2	Level 2	1	-	-
Woodbridge School	Level 3	Level 4	Level 4	Level 4	1	-	-
Wynyard High School	Level 3	Level 3	Level 3	Level 3	-	-	-
Yolla District School	Level 2	Level 3	Level 3	Level 3	1	-	-
Youngtown Primary School	Level 3	Level 3	Level 3	Level 3	-	-	-
Zeehan Primary School	Level 1	Level 1	Level 1	Level 1	-	-	-

2022 Classification Bands			2023 Classification Bands			2024 Classification Bands		
2022			2023			2024		
	Top	Bottom		Top	Bottom		Top	Bottom
Level 6	15,000,000	7,400,001	Level 6	15,650,000	7,725,001	Level 6	16,150,000	7,975,001
Level 5	7,400,000	5,600,001	Level 5	7,725,000	5,850,001	Level 5	7,975,000	6,025,001
Level 4	5,600,000	3,950,001	Level 4	5,850,000	4,125,001	Level 4	6,025,000	4,250,001
Level 3	3,950,000	2,700,001	Level 3	4,125,000	2,800,001	Level 3	4,250,000	2,900,001
Level 2	2,700,000	1,550,001	Level 2	2,800,000	1,600,001	Level 2	2,900,000	1,650,001
Level 1	1,550,000	-	Level 1	1,600,000	-	Level 1	1,650,000	-



SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the State Service Act 2000

Signed:

Name: Jane Fitton

Date: 18/1/24

SIGNED FOR AND ON BEHALF OF

The Australian Education Union, Tasmanian Branch

Signed:

Name: David Genford

Date: 18/1/24

