

T14674 OF 2019



Industrial Relations Act 1984

s55 Industrial Agreement

Teachers Agreement 2019

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 **Teachers Agreement 2019**.

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3. PARTIES BOUND

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

4. APPLICATION

This Agreement is made in respect of employees covered by the Teaching Service (Tasmanian Public Sector) Award (the Award).

5. RELATIONSHIP TO AWARDS AND AGREEMENTS

This Agreement prevails to the extent of any inconsistency that occurs between this Agreement and the Award, or any registered Agreement with the Minister administering the *State Service Act 2000*.

Parties to this agreement will not, during the life of this agreement, retire from the following related agreement:

- Teachers Agreement 2017 (No 2)



6. DATE AND PERIOD OF OPERATION

This Agreement applies with effect from 1 January 2019 and will remain in force until one month after registration.

7. SALARY INCREASES

Salaries will increase as follows:

- (i) 2.1% per annum with effect from the first full pay period commencing on or after (ffppcooa) 1 March 2019;
- (ii) 0.25% per annum with effect from the ffppcooa date of registration.

Schedule 1 of this agreement sets out the annual rates of pay effective ffppcooa 1 March 2019 and ffppcooa date of registration for employees covered by the Award.

8. ONE-OFF PAYMENT

Following registration of this Agreement, a one-off payment will be made to employees ffppcooa date of registration as follows:

- (i) 0.15% of annual salary (pro rata) to employees earning less than a full-time equivalent base salary of \$80,000 as at the date of registration of this Agreement, following the 2.1% increase outlined within section 7 of this Agreement being applied to base salary, but prior to the 0.25% increase outlined within section 7 being applied to base salary.
- (ii) \$120 (pro rata) to employees earning a full-time equivalent base salary of \$80,000 or more as at the date of registration of this Agreement, following the 2.1% increase outlined within section 7 of this Agreement being applied to base salary, but prior to the 0.25% increase outlined within section 7 being applied to base salary.

9. NO EXTRA CLAIMS

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



10. SIGNATORIES

SIGNED FOR AND ON BEHALF OF

The Minister administering the *State Service Act 2000*

Signed: Louise Mills

Name: LOUISE MILLS

Date: 12.8.19

SIGNED FOR AND ON BEHALF OF

Australian Education Union, Tasmanian Branch

Signed: Roz Madsen

Name: Roz Madsen

Date: 9.8.19



Schedule I – Salaries

Classification	Current	2.1% increase from FFPPCOOA 1 March 2019	One Off Payment	0.25% increase from FFPPCOOA date of registration
Band 1, Level 1	\$59,245	\$60,489	\$91	\$60,640
Band 1, Level 2	\$61,105	\$62,388	\$94	\$62,544
Band 1, Level 3	\$62,972	\$64,294	\$96	\$64,455
Band 1, Level 4	\$64,827	\$66,188	\$99	\$66,353
Band 1, Level 5	\$68,159	\$69,590	\$104	\$69,764
Band 1, Level 6	\$71,671	\$73,176	\$110	\$73,359
Band 1, Level 7	\$75,360	\$76,943	\$115	\$77,135
Band 1, Level 8	\$79,249	\$80,913	\$120	\$81,115
Band 1, Level 9	\$83,328	\$85,078	\$120	\$85,291
Band 1, Level 10	\$87,569	\$89,408	\$120	\$89,632
Band 1, Level 11	\$91,634	\$93,558	\$120	\$93,792
Band 1, Level 12	\$96,233	\$98,254	\$120	\$98,500
Band 1, Level 13	\$97,763	\$99,816	\$120	\$100,066
Band 2	\$102,689	\$104,845	\$120	\$105,107
Band 3 -Assistant Principal	\$114,927	\$117,340	\$120	\$117,633
Band 3 Principals Former Classification Methodology				
Band 3, Level 1	\$114,927	\$117,340	\$120	\$117,633
Band 3, Level 2	\$121,266	\$123,813	\$120	\$124,123
Band 3, Level 3	\$127,569	\$130,248	\$120	\$130,574
Band 3, Level 4	\$137,054	\$139,932	\$120	\$140,282
Band 3, Level 5	\$145,491	\$148,546	\$120	\$148,917
Band 3, Level 6	\$150,822	\$153,989	\$120	\$154,374
Band 3, Level 7	\$155,768	\$159,039	\$120	\$159,437
Band 3, Level 8	\$161,742	\$165,139	\$120	\$165,552
Band 3 Principals New Classification Methodology				
Band 3, Level 1	\$121,820	\$124,378	\$120	\$124,689
Band 3, Level 2	\$129,873	\$132,600	\$120	\$132,932
Band 3, Level 3	\$137,921	\$140,817	\$120	\$141,169
Band 3, Level 4	\$145,975	\$149,040	\$120	\$149,413
Band 3, Level 5	\$154,028	\$157,263	\$120	\$157,656
Band 3, Level 6	\$162,081	\$165,485	\$120	\$165,899
Band 3 – Non School Based Principals				
Band 3, Level 1	\$102,689	\$104,845	\$120	\$105,107
Band 3, Level 2	\$109,248	\$111,542	\$120	\$111,821
Band 3, Level 3	\$114,927	\$117,340	\$120	\$117,633
Band 3, Level 4	\$123,473	\$126,066	\$120	\$126,381



Band 3, Level 5	\$131,072	\$133,825	\$120	\$134,160
Band 3, Level 6	\$135,876	\$138,729	\$120	\$139,076
Band 3, Level 7	\$140,333	\$143,280	\$120	\$143,638
Band 3, Level 8	\$145,714	\$148,774	\$120	\$149,146



Schedule 2 – Specialist VET Teacher Classification Scale

Classification	Current	2.1% increase from FFPPCOOA 1 March 2019	One Off Payment	0.25% increase from FFPPCOOA date of registration	Progression
Band 1, Level 1	\$61,105	\$62,388	\$94	\$62,544	Initial Appointment
Band 1, Level 2	\$62,972	\$64,294	\$96	\$64,455	Increment Annually
Band 1, Level 3	\$64,827	\$66,188	\$99	\$66,353	Increment Annually
Band 1, Level 4	\$68,159	\$69,590	\$104	\$69,764	Increment Annually
Band 1, Level 5	\$71,671	\$73,176	\$110	\$73,359	Increment Annually
Band 1, Level 6	\$75,360	\$76,943	\$115	\$77,135	Maximum increment level without progress towards a higher teaching qualification
Band 1, Level 7	\$79,249	\$80,913	\$120	\$81,115	Increment Annually
Band 1, Level 8	\$83,328	\$85,078	\$120	\$85,291	Increment Annually
Band 1, Level 9	\$87,569	\$89,408	\$120	\$89,632	Increment Annually
Band 1, Level 10	\$91,634	\$93,558	\$120	\$93,792	Increment Annually
Band 1, Level 11	\$96,233	\$98,254	\$120	\$98,500	Maximum level for Specialist VET Teachers

