

AEU Principal and Administrator Salary Rates as at May 2006 - Draft, not for publication

Queensland					
From:	1-Jul-05	1-May-06	1-May-07	1-May-08	1-May-08
	3.5%	4.0%	4.0%	4.0%	4.0%
Band 4				Curriculum leaders	Principals & Deputy Prins
Step 1	\$65,525	\$68,145	\$70,872	\$73,707	
Step 2	\$67,148	\$69,836	\$72,630	\$75,536	
Step 3	\$68,403	\$71,140	\$73,987	\$76,945	
Step 4	\$70,333	\$73,147	\$76,071	\$79,113	
Step 5	\$72,280	\$75,171	\$78,179	\$81,307	
Band 5					
Step 1	\$68,648	\$71,396	\$74,253	\$77,222	\$77,994
Step 2	\$70,430	\$73,248	\$76,178	\$79,225	\$80,018
Step 3	\$71,946	\$74,824	\$77,817	\$80,929	\$81,738
Step 4	\$73,808	\$76,763	\$79,833	\$83,027	\$83,856
Step 5	\$75,575	\$78,599	\$81,743	\$85,012	\$85,862
Band 6					
Step 1	\$72,118	\$75,004	\$78,004	\$81,125	\$81,936
Step 2	\$73,730	\$76,679	\$79,747	\$82,938	\$83,768
Step 3	\$75,402	\$78,419	\$81,555	\$84,816	\$85,667
Step 4	\$77,343	\$80,439	\$83,655	\$87,003	\$87,871
Step 5	\$79,384	\$82,560	\$85,862	\$89,296	\$90,191
Band 7					
Step 1	\$75,601	\$78,625	\$81,769		\$85,891
Step 2	\$77,375	\$80,470	\$83,689		\$87,908
Step 3	\$79,318	\$82,492	\$85,792		\$90,115
Step 4	\$81,249	\$84,501	\$87,882		\$92,312
Step 5	\$83,289	\$86,622	\$90,086		\$94,626
Band 8					
Step 1	\$79,478	\$82,659	\$85,964		\$90,298
Step 2	\$81,434	\$84,694	\$88,083		\$92,523
Step 3	\$83,469	\$86,810	\$90,282		\$94,832
Step 4	\$85,572	\$88,996	\$92,554		\$97,219
Step 5	\$87,690	\$91,198	\$94,845		\$99,625
Band 9					
Step 1	\$84,022	\$87,384	\$90,879		\$95,461
Step 2	\$86,034	\$89,476	\$93,055		\$97,746
Step 3	\$88,249	\$91,780	\$95,450		\$100,261
Step 4	\$90,464	\$94,083	\$97,845		\$102,776
Step 5	\$92,645	\$96,350	\$100,204		\$105,255
Band 10					
Step 1	\$88,943	\$92,502	\$96,202		\$101,049
Step 2	\$90,980	\$94,621	\$98,406		\$103,366
Step 3	\$93,430	\$97,167	\$101,054		\$106,147
Step 4	\$95,723	\$99,554	\$103,535		\$108,753
Step 5	\$98,063	\$101,988	\$106,069		\$111,414
Band 11					
Step 1	\$94,184	\$97,952	\$101,871		\$107,005
Step 2	\$96,545	\$100,407	\$104,422		\$109,685
Step 3	\$98,906	\$102,862	\$106,977		\$112,369
Step 4	\$101,452	\$105,510	\$109,732		\$115,263
Step 5	\$103,886	\$108,044	\$112,367		\$118,031
Executive Principal					

Notes:

Qld Principals are classified in Bands according to school's assigned band level. No Principal is currently classified in Band 4. Band level is determined by job evaluation through Mercer, Cullen, Egan & Dell methodology. While enrolment is a factor in determining the band level, other factors also impact.

From 1 May 2008, Principals and Deputy Principals receive an additional 1% salary above the increase received by other promotion positions.

From 1 January 2009, the classification structure will be split so that the salary range for Principals and Deputy Principals will no longer include Band 4, and the salary range for other promotion positions will no longer include Bands 7-11.

A new category of Executive Principal will be introduced from 1 January 2007. Remuneration will take the form of a substantive Band 11 salary plus a remuneration package, the terms of which are still being negotiated.

Western Australia	
From:	1-Feb-06
	3.3%
Level 3.1	\$69,414
Level 3.2	\$72,060
Level 3.3	\$75,047
Level 3.4	\$76,080
Level 4.1	\$78,320
Level 4.2	\$80,368
Level 4.3	\$82,417
Level 4.4	\$83,450
Level 5.1	\$85,342
Level 5.1A*	\$86,342
Level 5.2	\$88,149
Level 5.3	\$90,964
Level 5.4	\$91,997
Level 6.1	\$95,661
Level 6.2	\$98,475
Level 6.3	\$101,283
Level 6.4	\$102,316
Level 3	Enrolments
Primary Principal	<100
Level 4	
Primary Principal	100-300
Level 5	
Primary Principal	301-700
District High School Principal	150-450
Level 6	
High and Senior High School Principal	
Primary Principal	>700
* Deputy Principals of High and Senior High Schools with an enrolment of greater than 600 students may progress to Level 5.1A	

South Australia				
From:	01-Apr-06	First pay after 01-Oct-06	01-Oct-07	First pay after 01-Oct-07
Assistant Principals				
AP 1	\$72,175	\$74,701	\$75,075	\$77,703
AP 2	\$76,437	\$79,112	\$79,508	\$82,291
Deputy Principals/Principals				
PCO 1	\$72,986	\$75,541	\$75,919	\$78,576
PCO 2	\$77,784	\$80,506	\$80,909	\$83,741
PCO 3	\$82,584	\$85,474	\$85,901	\$88,908
PCO 4	\$87,382	\$90,440	\$90,892	\$94,073
PCO 5	\$92,183	\$95,409	\$95,886	\$99,242
PCO 6	\$96,981	\$100,375	\$100,877	\$104,408
PCO 7	\$101,781	\$105,343	\$105,870	\$109,575
PCO 8	\$106,578	\$110,308	\$110,860	\$114,740

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Northern Territory			
From:		30-Jan-06	29-Jan-07
Primary Principal			
	Enrolment		
ET 1	1-22	\$72,724	\$76,360
ET 2	23-88	\$74,115	\$77,821
ET 3	89-132	\$77,573	\$81,452
ET 4	133-154	\$82,447	\$86,569
ET 5	133-308	\$84,791	\$89,030
ET 6 (ECP 1)	309-441	\$90,677	\$95,211
ET 7 (ECP 2)	>442	\$93,555	\$98,233
Secondary Principal			
	Enrolment		
ET 7 (ECP 2) Sec	>325	\$93,555	\$98,233
ET 8 (ECP 3)	326-850	\$96,882	\$101,727
ET 9 (ET9C)	>851	\$101,212	\$106,272
Area School Principal			
ET 6		\$90,677	\$95,211
ET 7		\$93,555	\$98,233
<p>Note: Since 1/9/97 ET6-9 Principals are appointed on Executive Contracts. From 1998, some ET5s are eligible for ECP1A Contracts.</p> <p>These Contracts comprise above award salary packages. A minimum of 65% of total salary package must be taken as salary.</p>			

Tasmania		
From:		9-Mar-06
Band 3		
	Enrolment	
Principal (1)	<101	\$70,825
Principal (2)	101-200	\$75,348
Principal (3)	Asst. Prin.	\$79,265
Principal (4)	201-300	\$85,159
Principal (5)	301-450	\$90,400
Principal (6)	451-799	\$93,713
Principal (7)	>800	\$96,787
Principal (8)	>1,000	\$100,498
<p>Additional payments are available to principals who have accessed the Principals Leadership Program pursuant to the Certified Agreement and who achieve one or more of the four objectives set out in the Agreement (11% - 4 x 2.75%).</p> <p>Next increase due 3/07. Amount to be determined by "nexus" formula which applies the average increase at the top of the classroom teacher scale in all other states and territories to all rates in Tasmania.</p>		

Victoria			
	Effective from the first pay period on or after:		
	SGB 2005	1-Oct-06	SGB 2006
Range 6	\$11,025,000		\$11,576,250
Minimum		\$140,876	
Maximum		\$127,302	
Range 5	\$6,117,377		\$6,423,245
Minimum		\$131,826	
Maximum		\$118,252	
Range 4	\$2,457,755		\$2,580,643
Minimum		\$122,776	
Maximum		\$109,201	
Range 3	\$1,053,323		\$1,105,989
Minimum		\$113,727	
Maximum		\$100,151	
Range 2	\$607,685		\$638,070
Minimum		\$104,677	
Maximum		\$91,101	
Range 1	\$0		\$0
Minimum		\$95,627	
Maximum		\$82,051	
<p>SGB : For this purpose, SGB Means the individual school global budget (SGB) excluding</p> <ul style="list-style-type: none"> - Department's superannuation contribution - Workcover premium - Commonwealth funds that cannot be anticipated to continue for more than two years - locally raised funds. <p>Principals are paid within remuneration ranges 1 to 6; Assistant Principals are paid within remuneration ranges 1 to 4; Liaison Principals are paid within remuneration ranges 1 to 10. The range for each Principal position is determined by the individual school global budget (SGB).</p> <p>The rates set out above are total remuneration packages, not annual salary levels. Actual salaries can vary depending on the terms of individual remuneration packages, but must be at least 9% below the figures above, to allow for the minimum employer superannuation contribution of 9%.</p>			

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New South Wales					
From:		01-Jan-06	01-Jan-07	01-Jan-08	01-Jul-08
Primary	Enrolment				
Principal (6)	<25	\$79,850	\$83,044	\$86,366	\$86,716
Principal (5)	26-159	\$89,179	\$92,746	\$96,456	\$101,248
Principal (4)	160-300	\$95,749	\$99,579	\$103,562	\$103,562
Principal (3)	301-450	\$99,071	\$103,034	\$107,155	\$107,155
Principal (2)	451-700	\$103,256	\$107,386	\$111,681	\$111,681
Principal (1)	>700	\$111,972	\$116,451	\$121,109	\$121,109
Senior Assistant in Schools		\$71,478	\$74,337	\$77,310	\$77,310
Assistant Principal		\$76,598	\$79,662	\$82,848	\$86,716
Deputy Principal		\$84,407	\$87,783	\$91,294	\$101,248
Central	Enrolment				
Principal (4)	26-159	\$96,685	\$100,552	\$104,574	\$104,574
Principal (3)	160-300	\$100,041	\$104,043	\$108,205	\$108,205
Principal (2)	301-450	\$104,265	\$108,436	\$112,773	\$112,773
Principal (1)	>450	\$113,067	\$117,590	\$122,294	\$122,294
Senior Assistant in Schools		\$71,478	\$74,337	\$77,310	\$77,310
Head Teacher		\$80,174	\$83,381	\$86,716	\$86,716
Assistant Principal					
Deputy Principal Primary		\$84,407	\$87,783	\$91,294	\$101,248
Deputy Principal Secondary		\$93,610	\$97,354	\$101,248	\$101,248
High	Enrolment				
Principal (1)	<900	\$119,736	\$124,525	\$129,506	\$129,506
Principal (2)	>900	\$114,719	\$119,308	\$124,080	\$124,080
Deputy Principal		\$93,610	\$97,354	\$101,248	\$101,248
Head Teacher		\$80,174	\$83,381	\$86,716	\$86,716

Australian Capital Territory		
From:		1-Jul-05
	New Category	
Old Cat	(see note)	
9+		
9		
8+++	5+++	\$119,817
8++	5++	\$115,811
8+	5+	\$111,805
8	5	\$107,799
7+	4++	\$107,799
7	4+	\$103,793
6	4	\$99,787
5	3+	\$95,782
4	3	\$91,776
3	2	\$87,769
2		
1	1	\$81,613
Category Advance	\$3,739	
<p>The "Category Advance" provision allows for salaries of some principals to be increased by multiples of the Category Advance amount, on the basis of additional management responsibilities associated with some schools (eg Principals of all senior colleges receive at least one Category Advance payment in recognition of the different responsibilities compared to 7-10 High Schools).</p> <p>The rates also include annualisation of annual leave loading.</p> <p>Note: the translation from old category to new category is approximate as the budget bands have changed the cut-off points. AEU members requiring specific information should contact the ACT Branch</p>		