

## 2. Classifications

- 2.1 Based on an assessment of a teacher's qualifications, a teacher will be classified in one (1) of the following categories:
- (a) Category A—a teacher having a degree and diploma of education or equivalent and either a diploma in Teaching English to Speakers of Other Languages (TESOL)/teaching Languages Other Than English (LOTE); or a postgraduate diploma in applied linguistics, TESOL, teaching LOTE, or multicultural education.
  - (b) Category B—a teacher having a degree and diploma of education or equivalent plus a recognised TESOL/Teaching LOTE certificate; or a degree and diploma including TESOL/Teaching LOTE method.
  - (c) Category C—a teacher with a degree/diploma (three (3) year minimum) plus a recognised TESOL/Teaching LOTE certificate; or a degree/diploma (three (3) year minimum) including TESOL/Teaching LOTE method.
  - (d) Category D—other qualifications not provided for above and/or experience to acquire TESOL/Teaching LOTE qualifications.
- 2.2 On appointment a full-time teacher will be placed on a salary level as set out in Table 1 below, commensurate with the minimum salary for their qualifications and experience as determined by this Schedule. The progress for a teacher classified as Category A, B, C, or D will be as follows:
- (a) Category A commences at Level 4 and progresses to a maximum of Level 12.
  - (b) Category B commences at Level 3 and progresses to a maximum of Level 12.
  - (c) Category C commences at Level 2 and progresses to a maximum of Level 12.
  - (d) Category D commences at Level 1 and progresses to a maximum of Level 9.
- Provided that a Category D employee who achieves Level 9 may be promoted beyond that level where that employee can demonstrate that they are able to carry on the full duties of a Category A, B, or C teacher.
- 2.3 Teachers will be credited with teaching experience and be allocated a higher salary in accordance with the following:
- (a) One (1) increment for each year of full-time TESOL/Teaching LOTE teaching equivalent; or
  - (b) One (1) increment for each two (2) years of full-time teaching in other courses to a maximum of three (3) increments;
  - (c) A teacher will accrue equivalent full-time experience for a period of part-time service on a pro-rata basis.
- 2.4 Progression from one (1) salary level to the next salary level will occur annually, up to the maximum salary level (as set out in this Schedule) subject to the gaining of new skills, continuing satisfactory conduct, diligence and performance of the staff member against the requirements established for the salary level.



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