



## Principal salary and package benefits

### **PRINCIPAL: St John's School, ROMA**

This 4-year full time, fixed term role will commence on 1 January 2020.

**Salary classification:** Dependent upon the enrolment numbers at Roma, as detailed below.

**Superannuation:** An employer contribution (currently 10%) to a complying superannuation fund will be made in accordance with the Superannuation Guarantee Legislation.

**Superannuation co-contribution:** In addition to the Superannuation Guarantee Legislation, Diocese of Toowoomba Catholic Schools will offer superannuation co-contribution, inclusive of the employer contribution as follows:

Employee Contribution	Employer Contribution
3%	10.75%
4%	11.75%
5%	12.75%

**Salary packaging:** Salary packaging is managed through a choice of two providers (RemServ or Salary Packaging Australia). The package amount and any additional fees and charges are deducted from your fortnightly gross salary.

**Ongoing professional learning:** Professional Learning and Leadership Development are heavily supported. This includes but is not limited to self-directed professional development options for Professional Renewal Leave and a tiered series of leadership development programs.

**Terms and conditions of employment:** Toowoomba Catholic Education Principals' Agreement 2016 – 2020.

### **PRINCIPAL: St John's School, ROMA**

**School Enrolments: 720 as at 8<sup>th</sup> February 2019**

**Salary range: Principal Level 7**

(based on enrolment band P-12: 520+ with a range \$162,325 to \$177,577)

*effective 1 July 2018 (table below indicates pay points)*

Pay Point 1	\$162,325
Pay Point 2	\$165,881
Pay Point 3	\$169,606
Pay Point 4	\$173,496
Pay point 5	\$177,577

### **Schedule 2(b) Special Character Allowance – Roma**

School Characteristics Allowance as per the Toowoomba Catholic Education Principals' Agreement 2016 – 2020.

### Rural and remote incentives:

Rural and remote schools attract further financial and non-financial incentives.

The following incentives are available at Roma:

1. Accommodation assistance

A weekly accommodation allowance of \$155 is paid to you as Principal. You are also eligible for a remote area housing concession. By completing a [P35 - Rent Deduction Authority](#) form, 50% of your rental amount can be paid from your pre-tax salary (salary sacrifice).

2. Relocation assistance

If requested, you will have access to relocation assistance that is undertaken by an external company and coordinated through our HR Operations team. This relocation benefit includes packing, removal, in-transit storage (if required) and en-route costs.

3. Air-conditioning reimbursement

An air-conditioning reimbursement will be paid per fortnight to defray electricity expenses incurred by the running of air conditioners during the year. This amount is currently \$350 p.a.

4. Isolated Teacher's Assistance Scheme (ITAS) is a fortnightly allowance in recognition of the effort of teacher service in locations distant from the Toowoomba Catholic Schools Office.

1 MARCH 2012 - Schedule 2

	TEACHERS WITHOUT DEPENDANTS includes dual income families	TEACHERS WITH DEPENDENT SPOUSE OR HOUSEKEEPER i.e. only single income families	ALLOWANCES FOR EACH DEPENDENT CHILD & FULL-TIME STUDENT LIVING AT HOME
	SECTION A per fortnight \$	SECTION B per fortnight \$	SECTION C per fortnight \$
<b>Roma</b>	22.15	44.30	4.90

5. Incentive Payments Remote Area Staff Scheme (IPRASS) is a biannual incentive payment paid to teaching staff in remote areas.

Current IPRASS rates for the following years of service at Roma:

- first and second year: \$1,500 per annum
- third year: \$2,500 per annum
- fourth and fifth year: \$2,500 per annum

The per annum amount is paid in two instalments (generally in July and December)