

Secondary Principal Offer – Remuneration increases

Note: See the chart on page 4 for an indicative final total remuneration rates.

U grade rates

U-Grade	Roll size	Rates prior to 20 August 2019	Rate effective 20 August 2019	Rate effective 20 August 2020	Rate effective 20 August 2021
1	1-50	\$80,840	\$92,403	\$95,175	\$98,031
2	51-100	\$89,712			
3	101-150	\$97,161	\$100,076	\$103,078	\$106,170
4	151-300	\$104,774	\$107,917	\$111,155	\$114,489
5	301-500	\$112,387	\$115,759	\$119,231	\$122,808
6	501-675	\$116,739	\$120,241	\$123,848	\$127,564
7	676-850	\$121,270	\$124,908	\$128,655	\$132,515
8	851-1025	\$125,803	\$129,577	\$133,464	\$137,468
9	1026-1200	\$128,884	\$132,751	\$136,733	\$140,835
10	1201-1400	\$131,964	\$135,923	\$140,001	\$144,201
11	1401-1600	\$136,460	\$140,554	\$144,770	\$149,114
12	1601-1800	\$140,957	\$145,186	\$149,541	\$154,028
13	1801-2000	\$145,161	\$149,516	\$154,001	\$158,621
14	2001-2,200	\$149,366	\$153,847	\$158,462	\$163,216
15	2,201-2,400	\$153,046	\$157,637	\$162,367	\$167,237
16	2,401+	\$156,727	\$161,429	\$166,272	\$171,260

The staffing funding component

Total Teacher Staff (TTS)	Rates effective 2 May 2018
≤ 13	$(\$752.40 * TTS) + \$2,929$
> 13	$(\$148.57 * TTS) + \$11,193$

Total Teacher Staff (TTS)	Rates effective 20 August 2019
≤ 13	$(\$775 * TTS) + \$3,017$
> 13	$(\$153 * TTS) + \$11,529$

Total Teacher Staff (TTS)	Rates effective 20 August 2020
≤ 13	$(\$798 * TTS) + \$3,107$

> 13	$(\$158 * TTS) + \$11,875$
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Total Teacher Staff (TTS)	Rates effective 20 August 2021
≤ 13	$(\$822 * TTS) + \$3,201$
> 13	$(\$162 * TTS) + \$12,231$

The staffing funding component is based on total teacher staffing that includes entitlement, attached and resource staffing, in addition to entitlement staffing transfer, teacher specific time allowances and staffing for attached units under Boards of Trustees as determined in the Ministry staffing notice. It does not include teachers who may be employed above entitlement from a Board's operations funding.

Decile payments – note the only change is the U1 & U2 merger

Decile 1 and 2 schools:

U Grade	Rates prior to 20 August 2019	Rates effective 20 August 2020
1	\$3,855	\$4,375
2	\$4,375	
3	\$4,746	\$4,746
4	\$5,116	\$5,116
5	\$5,488	\$5,488
6 and 7	\$5,709	\$5,709
8 and 9	\$6,155	\$6,155
10 and 11	\$6,451	\$6,451
12, 13, 14, 15 & 16	\$6,674	\$6,674

Decile 3 and 4 schools:

U Grade	Rates prior to 20 August 2019	Rates effective 20 August 2020
1	\$1,928	\$2,187
2	\$2,187	
3	\$2,372	\$2,372
4	\$2,559	\$2,559
5	\$2,743	\$2,743

6 and 7	\$2,855	\$2,855
8 and 9	\$3,078	\$3,078
10 and 11	\$3,225	\$3,225
12, 13, 14, 15 & 16	\$3,336	\$3,336

Leadership in Realising Youth Potential

Leadership Base rate

Note: Rates will stay the same until 28 January 2020 when the new rates start.

U-grade	Rates prior to 20 August 2019	Rates effective 20 August 2019	Rates effective 28 January 2020	Rates effective 28 January 2021	Rates effective 28 January 2022
U1	\$4,320	\$4,320	\$4,500	\$7,000	\$8,500
U2, U3, U4, U5 and U6	\$4,320	\$4,320	\$5,000	\$7,500	\$12,000
U7, U8, U9	\$4,320	\$4,320	\$5,500	\$8,000	\$13,500
U10, U11, U12, U13	\$4,320	\$4,320	\$6,000	\$8,500	\$15,000
U14, U15, U16	\$4,320	\$4,320	\$6,500	\$9,000	\$16,000

Leadership per student payment

Note there is no change to this payment from the current rates

This is per annum, paid fortnightly, for each Year 11-15 student as below. No student may create more than one payment in any one year. Foreign fee paying students and adult returning students are excluded.

Year 11-15 students	Rate
Per student Decile 1-4	\$6.37
Per student Decile 5-10	\$4.24

Career payment

Note there is no change to this payment from the current rates

Stage	2019
1	\$3,714
2	\$7,428
3	\$11,143

Indicative remuneration changes for Secondary Principals remuneration as at January 2022 based on average FTE staffing for each U grade (not including decile and student component of the leadership payment)

	U-Grade	Staffing (ave FTE)	Leadership base		Career stage 0 (<3 years)	Career stage 1 (3 years)	Career Stage 2 (6 years)	Career Stage 3 (9 years)
1	\$98,031	\$8405	\$8500		\$114,936	\$118,650	\$122,364	\$126,079
2	\$98,031	\$10329	\$12000		\$120,360	\$124,074	\$127,788	\$131,503
3	\$106,170	\$14401	\$12000		\$132,571	\$136,285	\$139,999	\$143,714
4	\$114,489	\$15624	\$12000		\$142,113	\$145,827	\$149,541	\$153,256
5	\$122,808	\$17548	\$12000		\$152,356	\$156,070	\$159,784	\$163,499
6	\$127,564	\$19038	\$12000		\$158,602	\$162,316	\$166,030	\$169,745
7	\$132,515	\$20783	\$13500		\$166,798	\$170,512	\$174,226	\$177,941
8	\$137,468	\$22308	\$13500		\$173,276	\$176,990	\$180,704	\$184,419
9	\$140,835	\$23616	\$13500		\$177,951	\$181,665	\$185,379	\$189,094
10	\$144,201	\$25318	\$15000		\$184,519	\$188,233	\$191,947	\$195,662
11	\$149,114	\$27348	\$15000		\$191,462	\$195,176	\$198,890	\$202,605
12	\$154,028	\$28857	\$15000		\$197,885	\$201,599	\$205,313	\$209,028
13	\$158,621	\$30779	\$15000		\$204,400	\$208,114	\$211,828	\$215,543
14	\$163,216	\$32396	\$16000		\$211,612	\$215,326	\$219,040	\$222,755
15	\$167,237	\$34106	\$16000		\$217,343	\$221,057	\$224,771	\$228,486
16	\$171,260	\$38302	\$16000		\$225,562	\$229,276	\$232,990	\$236,705