

# ENTERPRISE AGREEMENT

NO: E.A. 204 /1996

DATE REGISTERED: 15-7-96

PRICE: \$ 10

# ENTERPRISE AGREEMENT

## TEACHERS EMPLOYED AT CONCORD KINDERGARTEN

Clause No	Subject Matter
1.	Parties to the Agreement
2.	Scope of Agreement
3.	Award
4.	Salaries
5.	Duress
6.	Term

### 1. Parties to the Agreement

This agreement is made between Concord Kindergarten Association Incorporated and the New South Wales Independent Education Union, an industrial organisation of employees.

### 2. Scope of Agreement

This agreement shall apply to teachers employed at Concord Kindergarten, Cnr Bent & Brewer Sts, Concord.

### 3. Award

Except as provided by this agreement, the conditions of employment of teachers, shall be in accordance with the provisions of the Teachers (Non-Government Pre-Schools) (State) Award (or any award which replaces that award which is binding on the employer).

### 4. Salaries

- (a) This clause replaces the salaries and allowances as set out in Tables 1 and 2 respectively of Part B Monetary Rates of the above award.
- (b) The rates of pay and allowances as set out in Attachment 1 shall apply as a minimum from the beginning of the first full pay period on or after the date of registration of this agreement.

### 5. Duress

This enterprise agreement was not entered into by either party under duress from the other party or any other person or persons.

6. Term

This enterprise agreement shall have a term of twelve months from the date of registration.

CONCORD KINDERGARTEN ASSOCIATION

*P.V. Longhurst*

(Signature)

CONCORD KINDERGARTEN ASSOCIATION

*PETER LONGHURST*

(Print Name)

for Concord Kindergarten Association  
Incorporated

*30/4/1996*

(Date)



R F Shearman  
General Secretary  
New South Wales  
Independent Education Union  
CONCORD KINDERGARTEN ASSOCIATION

*7/5/96*

(Date)

# ATTACHMENT 1

## Rates of Pay

Classification/ Incremental Salary Step	Salary per annum \$	Salary per fortnight \$
<b>Two Years Trained Teachers Incremental Salary Step</b>		
Step 1	24,104	924.59
Step 2	26,704	1,024.32
Step 3	28,062	1,076.41
Step 4	29,530	1,132.72
Step 5	30,886	1,184.73
Step 6	32,292	1,238.67
Step 7	33,852	1,298.50
Step 8	34,704	1,331.19
Step 9	35,548	1,363.56
Step 10	36,507	1,400.35
<b>Three Years Trained Teachers Incremental Salary Step</b>		
Step 1	27,773	1,065.32
Step 2	29,185	1,119.49
Step 3	30,711	1,178.02
Step 4	32,121	1,232.11
Step 5	33,582	1,288.15
Step 6	35,205	1,350.40
Step 7	36,093	1,384.46
Step 8	36,968	1,418.03
Step 9	38,443	1,474.61
Step 10	39,979	1,533.53
Step 11	41,059	1,574.95

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Classification/ Incremental Salary Step	\$ per annum	
<b>Four Years Trained Teachers Incremental Salary Step</b>		
Step 1	29,530	1,132.72
Step 2	31,360	1,202.93
Step 3	33,123	1,270.54
Step 4	35,079	1,345.57
Step 5	36,897	1,415.30
Step 6	38,443	1,474.61
Step 7	39,979	1,538.53
Step 8	41,711	1,599.96
Step 9	43,380	1,663.98

### Directors' Allowances

Units	\$ per annum	
1	2,976	114.15
2	3,633	139.36
3	4,534	173.92
4	5,664	217.26

*Handwritten initials*