

**REGISTER OF  
ENTERPRISE AGREEMENTS**

**ENTERPRISE AGREEMENT NO:** EA02/122

**TITLE:** Toronto Community Child Care Centre Enterprise Agreement

**I.R.C. NO:** 2001/4849

**DATE APPROVED/COMMENCEMENT:** 16 August 2001

**TERM:** 16 August 2002

**NEW AGREEMENT OR  
VARIATION:** New

**GAZETTAL REFERENCE:** 26 April 2002

**DATE TERMINATED:**

**NUMBER OF PAGES:** 4

**COVERAGE/DESCRIPTION OF**

**EMPLOYEES:** Applies to teachers employed at Toronto Community Child Care Centre, 17  
Thorn Street, Toronto

**PARTIES:** Toronto Community Child Care Centre -&- the New South Wales Independent  
Education Union

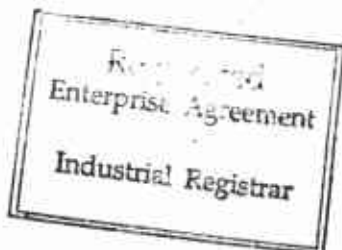
# ENTERPRISE AGREEMENT

## TEACHERS EMPLOYED AT TORONTO COMMUNITY CHILD CARE CENTRE

### Clause No

### Subject Matter

- |    |                              |
|----|------------------------------|
| 1. | Parties to the Agreement     |
| 2. | Scope of Agreement           |
| 3. | Award                        |
| 4. | Salaries                     |
| 5. | Duress                       |
| 6. | Disputes Settling Procedures |
| 7. | Term                         |



### 1. Parties to the Agreement

This agreement is made between Toronto Community Child Care Centre and the New South Wales Independent Education Union, and industrial organisation of employees.

### 2. Scope of Agreement

This agreement shall apply to teachers employed at Toronto Community Child Care Centre, 17 Thorn Street, Toronto.

### 3. Award

- (b) Except as provided by this agreement, the conditions of employment of teachers shall be in accordance with the provisions of the Teachers (Non-Government Early Childhood Centres other than 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 1 June 2001 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. Disputes Settling Procedures

- 6.1 Where a dispute arises regarding the interpretation or application of any provision of this Agreement, or the actions of either party in relation to the operation of this Agreement, the procedures set out in this clause will be followed.
- 6.2 In the first instance the teacher and employer will attempt to resolve the matter.
- 6.3 If the matter is not resolved at this level, the teacher may refer the matter to the IEU who will discuss the matter with the employer or his/her nominee.
- 6.4 Where the procedures set out in 6.2 and 6.3 have failed to resolve a dispute, either party to this Agreement may refer the matter to the Industrial Relations Commission for resolution.
- 6.5 Pending the outcome of the procedures contained in this clause, normal work will continue and neither party to this Agreement will take any action to aggravate the matter in dispute.

## 7. Term

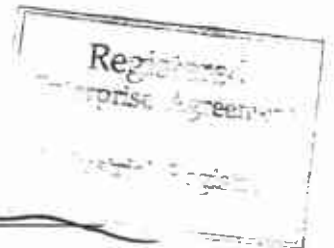
This enterprise agreement shall have a term of twelve months from the date of registration.



On behalf of  
Toronto Community Child Care Centre  
Toronto



Richard F Shearman  
General Secretary  
New South Wales  
Independent Education Union



NATALIE CARVER  
(Print Name)

11/7/01  
Date

18/7/01  
Date

## Attachment 1

<b>Classification/ Incremental Salary Step</b>		
<b>All Other Teachers</b>	\$	\$
Incremental Salary Step	per annum	per fortnight
Step 1	25,602	982.05
Step 2	26,218	1,005.68
Step 3	26,911	1,032.26
Step 4	27,877	1,069.31
Step 5	29,054	1,114.46
<b>Two Years Trained Teachers</b>	\$	\$
Incremental Salary Step	per annum	per fortnight
Step 1	27,917	1,070.85
Step 2	30,928	1,186.34
Step 3	32,503	1,246.76
Step 4	34,201	1,311.89
Step 5	35,772	1,372.15
Step 6	37,400	1,434.60
Step 7	39,206	1,503.87
Step 8	40,195	1,541.81
Step 9	41,168	1,579.13
<b>Three Years Trained Teachers</b>		
Incremental Salary Step		
Step 1	32,165	1,233.79
Step 2	33,802	1,296.59
Step 3	35,570	1,364.40
Step 4	37,202	1,427.00
Step 5	38,896	1,491.98
Step 6	40,776	1,564.10
Step 7	41,802	1,603.45
Step 8	42,819	1,642.46
Step 9	44,524	1,707.86
Step 10	46,304	1,776.14
Step 11	47,553	1,824.05
<b>Four Years Trained Teachers</b>		
Incremental Salary Step		
Step 1	34,202	1,311.93
Step 2	36,321	1,393.21
Step 3	38,364	1,471.58
Step 4	40,629	1,558.46
Step 5	42,735	1,639.24
Step 6	44,524	1,707.86
Step 7	46,304	1,776.14
Step 8	48,311	1,853.13
Step 9	50,242	1,927.20

**Table 2 – Director’s Allowance**

<b>Units</b>	<b>COLUMN A (2.5% increase)</b>	
	<b>\$ per annum</b>	<b>\$ per fortnight</b>
1	3,314	127.12
2	4,046	155.20
3	5,049	193.67
4	6,308	241.96

Director's Allowance  
1/1/2000 to 31/12/2000  
\$ 3,314 per annum  
\$ 127.12 per fortnight