SUMMARY OF INCENTIVES AVAILABLE

- Establishment Grant
- Removal Costs
- Non-contact time - Graduate teachers
- Beginning Teachers Consultants
- Scholarship Scheme
- Remote Country Schools Allowance
- Support in Obtaining a Metropolitan Position (or another country location)
- High priority for Study Incentive Program (SIP) Applicants

Further details are outlined in the Country Teaching Incentive Guidelines available on CESA Online via Home > CESA Services > Industrial and Personnel Information > Country Teacher Incentives - includes Removal costs Listing.

CONTACT

WEBSITE

http://www.cesa.catholic.edu.au

CESA ONLINE

http://online.cesanet.adl.catholic.edu.au

POSITIONS VACANT


116 George Street
THEBARTON SA 5031

PO Box 179
TORRENSVILLE PLAZA SA 5031

Phone: 8301 6600
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Country Teacher Incentives

2015

NICOLA KELLY
SENIOR EDUCATION ADVISER
HUMAN RESOURCES

E-mail: nicola.kelly@cesa.catholic.edu.au

8301 6600
Incentives Available

**REIMBURSEMENT OF REMOVAL COSTS**

Assumption is Catholic school to Catholic school. Costs will be reimbursed to/from Adelaide in the following situations to teachers moving more than 70 km from GPO.

<table>
<thead>
<tr>
<th>POSITION</th>
<th>COSTS REIMBURSED To/From Adelaide</th>
<th>CONDITION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuous permanent position</td>
<td>100% both ways</td>
<td>Minimum of four years</td>
</tr>
<tr>
<td>Continuous permanent position</td>
<td>100% to country return – formula applies</td>
<td>Less than four years</td>
</tr>
<tr>
<td>Replacement or Temp</td>
<td>100% both ways</td>
<td>Must complete twelve months contract (minimum) or formula applies on return</td>
</tr>
<tr>
<td>Replacement or Temp</td>
<td>100% to country return – formula applies</td>
<td>Less than twelve months contract but greater than one term</td>
</tr>
<tr>
<td>Inter-country transfer</td>
<td>100% both ways</td>
<td>Must complete contract of twelve months or more</td>
</tr>
</tbody>
</table>

Reimbursement for all other positions and locations at Employer’s discretion.

**REMOTE COUNTRY ALLOWANCE - ROXBYS DOWNS**

Currently: $4,545 (indexed) per annum is paid to a teacher in their first year at Roxby Downs increasing by a further (indexed) $2,273 for each teaching year up to a maximum amount capped at 5 years in accordance with the South Australian Catholic Schools Enterprise Agreement 2013.

<table>
<thead>
<tr>
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<th>COSTS REIMBURSED To/From Adelaide</th>
<th>CONDITION</th>
<th>COST</th>
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</tr>
</tbody>
</table>

**ESTABLISHMENT GRANTS**

The allowance will be paid in two lump sums (50%) as soon as possible following the formal acceptance by the teacher. The remainder will be paid in full at the completion of the appointment or on completion of the first year of the appointment (whichever occurs first).

<table>
<thead>
<tr>
<th>Duration</th>
<th>Gross amount equivalent to</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 terms duration</td>
<td>1 week’s pay</td>
</tr>
<tr>
<td>2 terms duration</td>
<td>2 weeks’ pay</td>
</tr>
<tr>
<td>3 terms duration</td>
<td>3 weeks’ pay</td>
</tr>
<tr>
<td>4 terms duration</td>
<td>4 weeks’ pay</td>
</tr>
</tbody>
</table>

**CATHOLIC COUNTRY SCHOLARSHIPS**

- Up to 5 scholarships of $2,500 per year (to a maximum of $5,000)
- Third and fourth year teacher education students eligible to apply

**EARLY CAREER TEACHER CONSULTANTS**

- Simon Kelly ☎ 8301 6670
- Focus on beginning teachers in their first & second years of teaching
- Aim to develop quality formation of country teachers

**HOLDING RENTAL PROPERTY COSTS**

- Rental assistance over January may be provided as discussed and agreed with the Principal.

**NON-CONTACT TIME**

- 0.1 FTE non-contact time provided for graduate teachers in the first year of service

**SUPPORT TO RETURN TO METROPOLITAN CATHOLIC SCHOOL IF REQUIRED**

- After 4 years of country service
- Support from Human Resources Team
  - Job Application & Interviews
  - Application to new school

**STUDY INCENTIVE PROGRAM APPLICATIONS**

- Continued higher priority confirmation process for SIP applications from country schools