

SCHEDULE 1

CLAUSE 15 SALARY MAINTENANCE/COMPENSATION

- 15.1 A Principal has an entitlement to Salary Maintenance where:
- an employer does not reappoint the Principal to a further contract period; and
 - the Principal is seeking such reappointment; and
 - the non reappointment is not occasioned by termination of employment following due process or serious misconduct; and
 - the Principal accepts employment in Catholic education at a salary less than the Principal's current salary.
- 15.1.1 Salary Maintenance is the difference between the salary of the new position and the final salary of the Principal's position. Salary maintenance shall continue for 12 months where the Principal has completed one contract of seven years duration and for 24 months where the Principal has completed two or more contracts of at least twelve years duration.
- 15.2 A Principal has an entitlement to Compensation where :
- an employer does not reappoint a Principal to a further contract period; and
 - the Principal is seeking such reappointment; and
 - the non reappointment is not occasioned by termination of employment following due process or serious misconduct; and
 - the Principal cannot obtain or does not accept further employment or does not wish to remain employed in Catholic education.
- 15.2.1 Compensation is a lump sum payment equal to 6 months salary after one contract of seven years duration or 12 months salary after two or more contracts. Compensation is paid with all other entitlements at the end of the contract.
- 15.3 The obligation to pay Salary Maintenance or Compensation rests with the employer who did not reappoint the Principal. In the case of Salary Maintenance appropriate arrangements should be made with the new employer for the regular payment of such Salary Maintenance.
- 15.4 A Principal has an entitlement to either Salary Maintenance or Compensation but not both.