



GOULBURN VALLEY GRAMMAR SCHOOL

GENERAL INFORMATION

APPLICANTS FOR TEACHING POSITIONS

Purpose:

Please read the following information prior to applying for a Teaching position at Goulburn Valley Grammar school. Please also read the relevant position description.

Selection Criteria:

- appropriate tertiary qualifications and VIT registration - mandatory
- commitment to school values and focus
- professional content and pedagogical knowledge - what and how
- commitment to continuous improvement of teaching and learning practice through professional learning, collaboration, reflection, review and improvement of current teaching practice
- professionalism

Performance Review:

Annual performance reviews including observation will be undertaken.

Teaching Staff Terms and Conditions of Employment:

Teaching staff at Goulburn Valley Grammar School are employed under the terms and conditions of the National Employment Standards (NES) and the GVGS Teachers Agreement together with school policies and the letter of offer.

Leave

1. Pro rata long service leave may be accessed after 7 years, rather than the full 10 year period specified in the Award.
2. Paid parental leave allowances are paid with up to 14 weeks for the primary caregiver and one week for the non primary care giver. This is in addition to Government payments.

Remuneration

1. Incremental competitive market based salaries and responsibility allowances are paid monthly.
2. Responsibility allowances are paid for a range of positions at the school, including multiple allowances should more than one position be undertaken.
3. Salaries are reviewed and adjusted each year from 1 February.
4. Salary packaging including superannuation, is available.
5. Choice of superannuation fund is available.

Health and Wellbeing

1. Reimbursement is offered for annual medical check ups.
2. Free annual flu injections are offered.
3. An extensive employee assistance scheme operates, including access to the School's nursing and counselling staff.
4. Staff amenities including coffee machine, toaster, sandwich maker, fresh fruits and breads are available.
5. Professional learning days include fully catered lunches.
6. Child minding and dinner are provided on parent/teacher evenings.



Professional Development

1. New staff are supported through an induction process and are appointed a mentor.
2. Reflecting the school's commitment to on-going professional development, all staff are encouraged to consider their priorities and needs in professional development.
3. The Human Resources Manager and Director of Learning and Teaching will assist in identifying needs and processing registrations in in-services, training and seminars. Registration costs, travelling and (if applicable) accommodation are paid by the school.
4. First aid, computer training and other topical matters are provided in-house each year. Structured professional learning is provided one afternoon each school term week.
5. Professional association memberships are paid by the school.

Resources and Support

1. A lap top is provided at no cost to staff, together with relevant software and network capabilities. These are upgraded on a rotating cycle.
2. School fee discounts apply to permanent staff and staff children are given enrolment priority.
3. Resources such as stationery, office equipment and photocopying are all provided.
4. The school is fully air conditioned.
5. Teachers are welcome to join the school staff association.

Staff requiring additional information on any of these matters should discuss them with either the Principal or Business Manager.

How to Apply:

Send a CV accompanied by covering letter to Mrs Cheryl Mechkaroff - Human Resources Manager Cheryl.Mechkaroff@gvgs.vic.edu.au indicating your capacity to satisfy the responsibilities as detailed in the Position Description by the due date.

This information was accurate at the time of drafting. The School does review policies and procedures on a regular basis.

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