

Summary Principals Terms of Appointment

Diocese of Wollongong

This document has been prepared as a summary for applicants for Principal positions. Where successful, the preferred applicant will be given a contract and full terms of appointment on commencement.

Period of Appointment

A Principal will be appointed to a position for a period of employment that consists of no more than three contracts over twelve (12) years, where each contract is separate and stands alone.

Option to Renew

At the end of the first contract the principal will have an option to renew the contract. This option to renew is limited to two further contracts of four (4) years each after the expiration of the first contract so that the principal shall not be entitled to a renewal of any contract to a period ending later than twelve (12) years after the start of the first (1st) contract.

Renewal Subject to Performance Review

Renewal of a contract will be granted by the Director subject to successful conclusion to the review process at the time of Appointment.

Principal's position declared vacant after 12 years

At the end of the twelve (12) years from the start of employment the position of Principal at the school the Principal is located at will be declared vacant. As the incumbent, the Principal will be eligible to apply for the position. However where the Principal is unsuccessful in filling the vacancy in this school, the Director will continue to employ the Principal in a teaching position in a school that is reasonably convenient. The Principal will be paid the salary of an Assistant Principal (linked to the same enrolment band as the principal position declared vacant) for one (1) year and thereafter will receive an allowance equivalent to a coordinator 2 allowance for the balance of their teaching career.

Promotion to another school

A Principal may apply for a promotion position in another school. If the Principal is successful he/she will commence a new employment on the basis of the Terms of Appointment existing at the time of the start of employment.

Salary and other conditions

The salary of a Principal is determined by the Principals Award as are other conditions related to leave entitlements.