

TEACHERS - Non Governmental Schools

3% effective 05/07/2025

CLASSIFICATION	05.07.25	05.07.25 3.0%	05.07.25 3.0%	05.07.25 3.0%
	Annual	F/nightly	Full Time Hourly 60 hrs	Casual/60*25%
3 YEAR				
Step 1	\$76,689	\$2,939.50	\$48.9917	\$61.2396
Step 2	\$79,314	\$3,040.10	\$50.6683	\$63.3354
Graduate	\$86,601	\$3,319.40	\$55.3233	\$69.1542
Proficient 1	\$90,832	\$3,481.60	\$58.0267	\$72.5333
Proficient 2	\$95,142	\$3,646.80	\$60.7800	\$75.9750
Proficient 3	\$99,622	\$3,818.50	\$63.6417	\$79.5521
Proficient 4	\$107,989	\$4,139.20	\$68.9867	\$86.2333
Proficient 5	\$112,296	\$4,304.30	\$71.7383	\$89.6729
Proficient 6	\$114,957	\$4,406.30	\$73.4383	\$91.7979
Proficient 7	\$120,230	\$4,608.40	\$76.8067	\$96.0083
Proficient 8	\$124,725	\$4,780.70	\$79.6783	\$99.5979
Experienced Proficient Teacher	\$126,797	\$4,860.10	\$81.0017	\$101.2521
Highly Accomplished Teacher	\$134,696	\$5,162.90	\$86.0483	\$107.5604
Lead Teacher	\$147,050	\$5,636.40	\$93.9400	\$117.4250
4 YEAR				
Graduate	\$86,601	\$3,319.40	\$55.3233	\$69.1542
Proficient 1	\$90,832	\$3,481.60	\$58.0267	\$72.5333
Proficient 2	\$95,142	\$3,646.80	\$60.7800	\$75.9750
Proficient 3	\$99,622	\$3,818.50	\$63.6417	\$79.5521
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Highly Accomplished Teacher	\$134,696	\$5,162.90	\$86.0483	\$107.5604
Lead Teacher	\$147,050	\$5,636.40	\$93.9400	\$117.4250
ALLOWANCES				
Moderation Allow:	Annual	Weekly	Fortnightly	Hourly
1 Teacher	\$717	\$13.75	\$27.50	\$0.4583
2 Teachers	\$1,064	\$20.40	\$40.80	\$0.6800
Secondment Allow:	Annual	Weekly	Fortnightly	Hourly
1st year	\$3,566	\$68.35	\$136.70	\$2.2783
2nd year	\$4,414	\$84.60	\$169.20	\$2.8200
3rd year	\$5,296	\$101.50	\$203.00	\$3.3833
Middle Leadership Allowance				
Middle Leader Tier 1.1	Annual	Weekly	Fortnightly	Hourly
Middle Leader Tier 1.2	\$6,517	\$124.90	\$249.80	\$4.1633
Middle Leader Tier 1.2	\$9,773	\$187.30	\$374.60	\$6.2433
P1 to P4 Allowance				
Middle Leader Tier 2	Annual	Weekly	Fortnightly	Hourly
Middle Leader Tier 2.2 (complexity loading)	\$13,026	\$249.65	\$499.30	\$8.3217
Middle Leader Tier 3	\$16,274	\$311.90	\$623.80	\$10.3967
Middle Leader Tier 3	\$19,536	\$374.40	\$748.80	\$12.4800
Middle Leader Tier 3.2 (complexity loading)	\$22,792	\$436.80	\$873.60	\$14.5600
Middle Leader Tier 4	\$23,637	\$453.00	\$906.00	\$15.1000
Middle Leader Tier 4.2 (complexity loading)	\$23,637	\$453.00	\$906.00	\$15.1000
Middle Leader Tier 5	\$23,637	\$453.00	\$906.00	\$15.1000
P5 to P8 Salary				
Middle Leader Tier 2	Annual	Weekly	Fortnightly	Hourly
Middle Leader Tier 2.2 (complexity loading)	\$137,754	\$2,640.05	\$5,280.10	\$88.0017
Middle Leader Tier 3	\$141,000	\$2,702.25	\$5,404.50	\$90.0750
Middle Leader Tier 3	\$144,263	\$2,764.80	\$5,529.60	\$92.1600
Middle Leader Tier 3.2 (complexity loading)	\$147,517	\$2,827.15	\$5,654.30	\$94.2383
Middle Leader Tier 4	\$148,362	\$2,843.35	\$5,686.70	\$94.7783
Middle Leader Tier 4.2 (complexity loading)	\$148,362	\$2,843.35	\$5,686.70	\$94.7783
Middle Leader Tier 5	\$148,362	\$2,843.35	\$5,686.70	\$94.7783
Primary Learning Leader				
Primary Learning Leader 1	Annual	Weekly	Fortnightly	Hourly
Primary Learning Leader 2	\$6,517	\$124.90	\$249.80	\$4.1633
Primary Learning Leader 2	\$9,773	\$187.30	\$374.60	\$6.2433
P1 to P4 Allowance				
Primary Learning Leader 3	Annual	Weekly	Fortnightly	Hourly
Primary Learning Leader 3	\$13,026	\$249.65	\$499.30	\$8.3217
Primary Learning Leader 4	\$16,274	\$311.90	\$623.80	\$10.3967
P5 to P8 Salary				
Primary Learning Leader 3	Annual	Weekly	Fortnightly	Hourly
Primary Learning Leader 3	\$137,754	\$2,640.05	\$5,280.10	\$88.0017
Primary Learning Leader 4	\$141,000	\$2,702.25	\$5,404.50	\$90.0750
Overtime				\$30.5813