

Schedule 1 – Salary Scales and Allowances

Table 1 - Salary Scales for NSW Teachers

	1	2	3
Classification	Rates effective from the first full pay period on or after 1 February 2025	Rates effective from the first full pay period on or after 1 February 2026	Rates effective from the first full pay period on or after 1 February 2027
	\$	\$	\$
		4.5%	4%
Step 1.1	90,100	94,155	97,921
Step 1.2	96,898	101,258	105,308
Step 2.1	101,036	105,583	109,806
Step 2.2	105,173	109,906	114,302
Step 2.3	112,499	117,561	122,263
Step 2.4	120,962	126,405	131,461
Step 2.5	127,281	133,009	138,329

Table 2 - Salary Scales for ACT Teachers

	1	2	3
Classification	Rates effective from the first full pay period on or after 1 February 2025	Rates effective from the first full pay period on or after 1 February 2026	Rates effective from the first full pay period on or after 1 February 2027
	\$	\$	\$
		4.5%	4%
Level 1	92,186	96,334	100,187
Level 2	100,967	105,511	109,731
Level 3	105,360	110,101	114,505
Level 4	109,750	114,689	119,277
Level 5	114,140	119,276	124,047
Level 6	121,461	126,927	132,004
Level 7	128,777	134,572	139,955
Level 8	130,643	136,522	141,983

Table 3 - NSW and ACT Teachers - Casual Rates

	1	2	3
	Rates effective from the first full pay period on or after 1 February 2025	Rates effective from the first full pay period on or after 1 February 2026	Rates effective from the first full pay period on or after 1 February 2027
	\$	\$	\$
		4.5%	4%
Casual Teacher 1			
Full Day	450.50	470.77	489.60
Half Day	225.25	235.39	244.80
Casual Teacher 2			
Full Day	505.18	527.91	549.03
Half Day	252.59	263.96	274.51
Casual Teacher 3			
Full Day	562.49	587.81	611.32
Half Day	281.25	293.90	305.66

Table 4 – Allowances

	1	2	3
	Rates effective from the first full pay period on or after 1 February 2025	Rates effective from the first full pay period on or after 1 February 2026	Rates effective from the first full pay period on or after 1 February 2027
	\$	\$	\$
		4.5%	4%
Accomplished Teacher Allowance	4,979	5,203	5,411
Highly Accomplished and Lead Teacher Allowance	9,958	10,406	10,822
Leadership Levels			
Level 1	9,958	10,406	10,822
Level 2	19,750	20,639	21,465
Level 3	29,707	31,044	32,286
Level 4	46,845	48,953	50,911

Table 5 - Other Allowances

	Clause number	Brief Description	Rates effective from the first full pay period on or after 1 February 2025	Rates effective from the first full pay period on or after 1 February 2026	Rates effective from the first full pay period on or after 1 February 2027
1	10.2	Own Motor Car Allowance: Where use authorised by the School	0.99 per km	To increase in line with the Modern Award*	To increase in line with the Modern Award*
2	10.2	Own Motorcycle allowance: Where use required by the School	0.33 per km	To increase in line with the Modern Award*	To increase in line with the Modern Award*
3	8.6(a)	Teachers who are employed at the School before 1 January 2015 who are teaching classes of children / students with disabilities in a special school or school for children with disabilities Pro-rata for part time employees as per clause 8.6(a)(ii)	\$250	\$250	\$250
4	8.6(b)	Full-time teacher teaching classes of students with disabilities in a registered special school as per clause 8.6(b)(i). Pro-rata for part time employees as per clause 8.6(b)(ii)	\$3,699 per annum \$141.89 per fortnight	\$3,866 per annum \$148.27 per fortnight	\$4,020 per annum \$154.20 per fortnight

5	8.6(b)(iii)	Casual teachers teaching classes of children with disabilities in a registered special school as per clause 8.6(b)(iii)	\$18.15 per day	\$18.90 per day	\$19.70 per day
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Table 6 - Director's Allowances

Directors of Preschools in NSW and the ACT and Other Early Childhood Services in NSW				
	Rates effective from 1 February 2024	Rates effective from on or after 1 February 2025	Rates effective from the first full pay period on or after 1 February 2026	Rates effective from the first full pay period on or after 1 February 2027
0-25 units	\$7,751	\$7,984	\$8,343	\$8,677
26-50 units	\$9,465	\$9,749	\$10,188	\$10,596
51-75 units	\$11,813	\$12,167	\$12,715	\$13,224
76 plus units	\$14,757	\$15,200	\$15,884	\$16,519
Educational Leader Allowance*	\$4,412.84	To increase in line with the Award*	To increase in line with the Award*	To increase in line with the Award*

*This allowance shall be adjusted in line with any adjustments to the corresponding rate in the Award.

Table 3 – Translocation of Teachers employed by a NSW Employer immediately prior to 1 January 2025 under the *Independent Schools NSW Teachers (Hybrid Model) Multi-Enterprise Agreement 2021* or the *Independent Schools NSW Teachers (Hybrid Model) Multi-Enterprise Agreement 2021 (2)*

	Rates effective from 1 February 2024	Classification	Rates effective from the first full pay period on or after 1 February 2025	Rates effective from the first full pay period on or after 1 February 2026	Rates effective from the first full pay period on or after 1 February 2027
Classification	\$		\$	\$	\$
Band 1 - Step 5	81,886	Step 1.1	90,100	94,155	97,921
Band 1 - Step 6	86,109	Step 1.2	96,898	101,258	105,309
Band 1 - Step 7	90,322	Step 1.2	96,898	101,258	105,309
Band 2 - Step 8	94,547	Translocation Step 2.1	101,036	105,583	109,806
Band 2 – Step 9	98,761	Translocation Step 2.2	105,173	109,906	114,302
Band 2 - Step 10	102,982	Translocation Step 2.2A	112,594	117,561	122,264
Band 2 - Step 11	107,204	Translocation Step 2.3	115,800	124,697	131,461
Band 2 - Step 12	111,428	Translocation Step 2.4	121,065	129,536	131,461
Band 2 - Step 13	115,644	Step 2.5	127,281	133,009	138,329
Band 3 - Experienced Teacher	120,515	Step 2.5	127,281	133,009	138,329

3. NSW and ACT Employers (Hybrid Model)

Teachers employed under the *Independent Schools NSW Teachers (Hybrid Model) Multi-Enterprise Agreement 2021* or the *Independent Schools NSW Teachers (Hybrid Model) Multi-Enterprise Agreement 2021 (2)* who were receiving an allowance for holding a promotion or leadership position immediately prior to 1 January 2025, shall translocate from the first pay period to commence on or after 1 February 2025 in accordance with **Table 3** of this Schedule.

Table 3

Previous Promotion Position Allowance	Existing allowance (1/2/2024) \$	New Leadership Allowance	Allowance effective from the first full pay period on or after 1 February 2025 \$	Allowance effective from the first full pay period on or after 1 February 2026 \$	Allowance effective from the first full pay period on or after 1 February 2027 \$
Co-ordinator 1	9,568	Level 1	9,958	10,406	10,822
Co-ordinator 2	19,141	Level 2	19,750	20,639	21,465
Co-ordinator 3	28,709	Level 3 (if not Deputy Principal)	29,707	31,044	32,286
Deputy Principal Secondary					
Enrolments 201-300	34,337	Translocation Level 3B	38,276	39,998	41,598
Enrolments 301-600	38,054	Translocation Level 3B	38,276	39,998	41,598
Enrolments 601-900	41,767	Level 4	46,845	48,953	50,911
Enrolments 901+	45,473	Level 4	46,845	48,953	50,911
Deputy Principal Primary					
Enrolments 201-250	27,437	Level 3	29,707	31,044	32,286
Enrolments 251—400	30,803	The pre-commencement rate of pay is held until the Level 3 rate increases beyond the held rate of pay	29,707	31,044	32,286
Enrolments 401-600	34,338	Translocation Level 3B	38,276	39,998	41,598
Enrolments 601-800	38,054	Level 4	46,845	48,953	50,911
Enrolments 801+	41,767	Level 4	46,845	48,953	50,911