

# Salary scales for existing teachers

## NSW Employers (Standards Model)

<b>Standards Agreement (NSW) Classification</b>	<b>Rates effective from 1 February 2024</b>	<b>Classification</b>	<b>Rates effective from the first full pay period on or after 1 February 2025</b>	<b>Rates effective from the first full pay period on or after 1 February 2026</b>	<b>Rates effective from the first full pay period on or after 1 February 2027</b>
	<b>\$</b>		<b>\$</b>	<b>\$</b>	<b>\$</b>
Band 1 (with less than 1 year of FTE service)	86,607	Step 1.1	90,100	94,155	97,921
Band 1 (1 year of FTE service)	86,607	Step 1.2	96,898	101,258	105,309
Band 2 (with less than 1 year of FTE service at Proficient level)	107,461	Translocation Step 2.1	112,000	113,000	114,302
Band 2 (with 1 year and less than 2 years of FTE service at Proficient level)	107,461	Translocation Step 2.2	114,000	115,500	122,264
Band 2 (with 2 years and less than 3 years of FTE service at Proficient level)	107,461	Translocation Step 2.3	115,800	118,000	122,264
Band 2 (with 3 years and less than 4 years of FTE service at Proficient level)	107,461	Translocation Step 2.4	121,065	129,536	131,461
Band 2 (with 4 years or more of FTE service at Proficient level)	107,461	Step 2.5	127,281	133,009	138,329
Band 3 - Experienced Teacher	122,705	Step 2.5	127,281	133,009	138,329

## ACT Employers (Standards Model)

<b>Standards Agreement (ACT) Classification</b>	<b>Rates effective from 1 February 2024</b>	<b>Classification</b>	<b>Rates effective from the first full pay period on or after 1 February 2025</b>	<b>Rates effective from the first full pay period on or after 1 February 2026</b>	<b>Rates effective from the first full pay period on or after 1 February 2027</b>
	<b>\$</b>		<b>\$</b>	<b>\$</b>	<b>\$</b>
Band 1 (with less than 1 year of FTE service)	86,607	Level 1	92,186	96,334	100,188
Band 1 (with 1 year of FTE service and less than 2 years)	86,607	Level 2	100,967	105,511	109,731
Band 1 (with 2 years or more of FTE service, and not Proficient)	86,607	Level 3	105,360	110,101	114,505
Band 2 (with 1 year of FTE service at Proficient level)	107,461	Translocation Level 4	111,800	116,831	119,276
Band 2 (with 1 year and less than 2 years of FTE service at Proficient level)	107,461	Translocation Level 4A	113,000	117,000	124,047
Band 2 (with 2 years and less than 3 years of FTE service at Proficient level)	107,461	Translocation Level 5	117,923	123,230	128,159
Band 2 (with 3 years and less than 4 years of FTE service at Proficient level)	107,461	Translocation Level 6	125,026	130,652	135,878
Band 2 (with 4 years and less than 5 years of FTE service at Proficient level)	107,461	Level 7	128,777	132,004	139,955
Band 2 (with 5 years or more of FTE service at Proficient level)	107,461	Level 8	130,643	136,522	141,983
Band 3 - Experienced Teacher	122,705	Level 8	130,643	136,522	141,983

## NSW Employers (Hybrid Model)

	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

## ACT Employers (Hybrid Model)

Classification	Rates effective from 1 February 2024 \$	Classification	Rates effective from the first full pay period on or after 1 February 2025 \$
Band 1 - Step 5	81,886	Level 1	92,186
Band 1 - Step 6	86,109	Level 2	100,967
Band 1 - Step 7	90,322	Level 3	105,360
Band 2 - Step 8	94,547	Level 4	109,750
Band 2 - Step 9	98,761	Level 5	114,140
Band 2 - Step 10	102,982	Level 5	114,140
Band 2 - Step 11	107,204	Level 6	121,461
Band 2 - Step 12	111,428	Level 7	128,777
Band 2 - Step 13	115,644	Level 8	130,643
Band 3 - Experienced Teacher/Senior Teacher 1	120,515	Level 8	130,643

## NSW Employers (Steps Model)

			<b>Rates effective from the first full pay period on or after 1 February 2025</b>	<b>Rates effective from the first full pay period on or after 1 February 2026</b>	<b>Rates effective from the first full pay period on or after 1 February 2027</b>
<b>Classification</b>	<b>Rates effective from 1 February 2024</b>	<b>Classification</b>			
	<b>\$</b>		<b>\$</b>	<b>\$</b>	<b>\$</b>
Step 5	81,885	Step 1.1	90,100	94,155	97,921
Step 6	86,109	Step 1.2	96,898	101,258	105,309
Step 7	90,322	Step 1.2	96,898	101,258	105,309
Step 8	94,548	Translocation Step 2.1	101,036	105,583	109,806
Step 9	98,761	Translocation Step 2.2	105,173	109,906	114,302
Step 10	102,982	Translocation Step 2.2A	112,594	117,561	122,264
Step 11	107,203	Translocation Step 2.3	115,800	124,697	131,461
Step 12	111,428	Translocation Step 2.4	121,065	129,536	131,461
Step 13	115,644	Step 2.5	127,281	133,009	138,329
Senior Teacher 1	120,515	Step 2.5	127,281	133,009	138,329

## Christian Schools MEA (Oxford Falls Grammar)

	Rates effective from 1 February 2023		Rates effective from the Commencement Date	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	\$	Classification	\$	\$	\$
Band 1, Step 5	77,012	Step 1.1	90,100	94,155	97,921
Band 1, Step 6	80,983	Step 1.2	96,898	101,258	105,309
Band 1, Step 7	85,364	Step 1.2	96,898	101,258	105,309
Band 2, Step 8	90,014	Translocation Step 2.1	105,000	107,500	109,806
Band 2, Step 9	94,026	Translocation Step 2.2	110,000	112,500	114,302
Band 2, Step 10	98,045	Translocation Step 2.2A	115,827	117,561	122,264
Band 2, Step 11	102,064	Translocation Step 2.3	123,932	124,697	131,461
Band 2, Step 12	106,088	Translocation Step 2.4	123,932	129,536	131,461
Band 3, Step 13	114,258	Step 2.5	127,281	133,009	138,329
Band 3, Step 13		Step 2.5 + ATA <sup>^</sup>	132,260 <sup>^</sup>	138,212 <sup>^</sup>	143,740 <sup>^</sup>
Band 4 Highly Accomplished/Lead Teacher *	120,694	Step 2.5	127,281*	133,009	138,329

\* A Highly Accomplished/Lead Teacher is entitled to an allowance under clause 8.1(a) of the Agreement.

<sup>^</sup> A Teacher who, immediately prior to 1 January 2025 was employed under the *NSW Christian Schools Teaching Staff Multi-Enterprise Agreement 2021* (applying to Oxford Falls Grammar) and who was classified at Band 2, Step 13, will be entitled to receive the Accomplished Teacher Allowance (ATA), as well as any Leadership Allowance that they are entitled to from 1 February 2025.

## Santa Sabina College

<b>Classification</b>	<b>Rates effective from 1 February 2020</b>	<b>Classification</b>	<b>Rates effective from the first full pay period on or after 1 February 2025</b>	<b>Rates effective from the first full pay period on or after 1 February 2026</b>	<b>Rates effective from the first full pay period on or after 1 February 2027</b>
	<b>\$</b>		<b>\$</b>	<b>\$</b>	<b>\$</b>
Band 1 (with less than 1 year of FTE service)	79,964	Step 1.1	90,100	94,155	97,921
Band 1 (with 1 year or more of FTE service)	79,964	Step 1.2	96,898	101,258	105,309
Band 2 (with less than 1 year of FTE service at Proficient level)	99,218	Translocation Step 2.1	112,000	113,000	114,302
Band 2 (with 1 year and less than 2 years of FTE service at Proficient level)	99,218	Translocation Step 2.2	114,000	115,500	122,264
Band 2 (with 2 years and less than 3 years of FTE service at Proficient level)	99,218	Translocation Step 2.3	115,800	118,000	122,264
Band 2 (with 3 years and less than 4 years of FTE service at Proficient level)	99,218	Translocation Step 2.4	121,065	129,536	131,461
Band 2 (with 4 years or more of FTE service at Proficient level)	99,218	Step 2.5	127,281	133,009	138,329
Band 3 - Experienced Teacher	113,293	Step 2.5	127,281	133,009	138,329

## Hunter Trade College

	<b>Rates effective from 1 February 2024</b>		<b>Rates effective from the first full pay period on or after 1 February 2025</b>
<b>Classification</b>	<b>\$</b>	<b>Classification</b>	<b>\$</b>
Conditionally Accredited Level 1	66,650	Step 1.1	90,100
Conditionally Accredited Level 2	73,911	Step 1.2	96,898
Band 1 – Graduate	73,911	Step 1.2	96,898
Band 2 (Proficient Teacher) Level 2.1	89,144	Step 2.1	101,036
Band 2 (Proficient Teacher) Level 2.2	89,144	Step 2.2	105,173
Band 2 (Proficient Teacher) Level 2.3	96,758	Step 2.3	112,499
Band 2 (Proficient Teacher) Level 2.4	100,572	Step 2.4	120,962
Band 2 (Proficient Teacher) Level 2.5	110,236	Step 2.5	127,281
Band 3 (Highly Accomplished) *	117,336	Step 2.5	127,281

\* A Highly Accomplished/Lead Teacher is entitled to an allowance under **clause 8.1(a)** of the Agreement.