

Salary schedules

Department of Education State School Teachers' Certified Agreement 2019:
Schedule 1 - salary and allowances*



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Teaching stream (Stream 1)

Classification Level	Pay point	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2019	01/07/2019	01/07/2021	01/07/2021	01/01/2022	01/01/2022
		\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Band 1 (interns)	Step 1	2,428.20	63,350	2,488.90	64,934	2,551.10	66,556
	Step 2	2,511.70	65,528	2,574.50	67,167	2,638.90	68,847
Band 2 (beginning teachers)	Step 1	2,753.40	71,834	2,822.20	73,629	2,892.80	75,471
	Step 2	2,887.90	75,343	2,960.10	77,227	3,034.10	79,158
	Step 3	3,025.10	78,923	3,100.70	80,895	3,178.20	82,917
	Step 4	3,167.40	82,635	3,246.60	84,702	3,327.80	86,820
Band 3	Step 1	3,298.00	86,043	3,380.50	88,195	3,465.00	90,399
	Step 2	3,433.40	89,575	3,519.20	91,813	3,607.20	94,109
	Step 3	3,570.40	93,149	3,659.70	95,479	3,751.20	97,866
	Step 4	3,655.00	95,356	3,746.40	97,741	3,840.10	100,186
Senior Teacher (4yr trained)		3,822.60	99,729	3,918.20	102,223	4,016.20	104,780
Experienced Senior Teacher	Step 1	3,968.10	103,525	4,067.30	106,113	4,169.00	108,766
	Step 2*	--	--	--	--	4,235.50	110,500
Coaches		4,181.50	109,092	4,286.00	111,819	4,393.20	114,615
Highly Accomplished Teacher		4,282.40	111,725	4,389.50	114,519	4,499.20	117,381
Lead Teacher		4,675.30	121,975	4,792.20	125,025	4,912.00	128,151

*Experienced Senior Teacher Step 2 effective 01/01/2022

Heads of program (Stream 2)

Classification Level	Pay point	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2019	01/07/2019	01/07/2021	01/07/2021	01/01/2022	01/01/2022
		\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Heads of Program Level 1 (incl. HODC, HOD, GO, HOSES2)	Paypoint 1	4,403.60	114,886	4,524.70	118,045	--	--
	Paypoint 2	4,517.70	117,863	4,641.90	121,104	4,854.30	126,644
	Paypoint 3	4,625.70	120,682	4,752.90	124,001	4,940.10	128,884
Heads of Program Level 2 (incl. SGO, HOSES3)	Paypoint 1	4,615.10	120,405	4,742.00	123,716	--	--
	Paypoint 2	4,734.10	123,509	4,864.30	126,905	5,099.10	133,031
	Paypoint 3	4,859.00	126,769	4,992.70	130,255	5,189.30	135,384
Deputy Principals (incl. HOSES4)	Paypoint 1	4,903.40	127,927	5,038.30	131,445	--	--
	Paypoint 2	5,022.90	131,044	5,161.00	134,648	5,402.90	140,958
	Paypoint 3	5,148.50	134,322	5,290.10	138,016	5,498.50	143,451

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Salary schedules

Department of Education and Training State School Teachers' Certified Agreement 2019: Schedule 1 - salary and allowances* continued...



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Community teachers and assistant teachers

Classification Level	Pay Point	Salary	Salary	Salary	Salary	Salary	Salary
		01/07/2019	01/07/2019	01/07/2021	01/07/2021	01/01/2022	01/01/2022
		\$p.f	\$ p.a	\$p.f	\$p.a	\$p.f	\$p.a
Assistant Teachers	Step 1	1,935.10	50,485	1,983.50	51,748	2,033.10	53,042
	Step 2	1,986.00	51,813	2,035.70	53,110	2,086.60	54,438
	Step 3	2,036.40	53,128	2,087.30	54,456	2,139.50	55,818
	Step 4	2,086.30	54,430	2,138.50	55,792	2,192.00	57,188
Community Teachers	Step 1	2,016.90	52,620	2,067.30	53,934	2,119.00	55,283
	Step 2	2,125.90	55,463	2,179.00	56,849	2,233.50	58,270
	Step 3	2,235.90	58,333	2,291.80	59,791	2,349.10	61,286
	Step 4	2,350.10	61,312	2,408.90	62,847	2,469.10	64,417
	Step 5	2,464.80	64,305	2,526.40	65,912	2,589.60	67,561
	Step 6	2,551.60	66,569	2,615.40	68,234	2,680.80	69,940
	Step 7	2,639.70	68,868	2,705.70	70,590	2,773.30	72,353

Supply teachers

Salary	Salary	Salary	Salary	Salary	Salary
01/07/2019	01/07/2019	01/07/2021	01/07/2021	01/01/2022	01/01/2022
\$p.h	\$p.d	\$p.h	\$p.d	\$p.h	\$p.d
81.1308	405.65	83.1603	415.80	85.2390	426.20

Allowances

Allowance Title	Salary	Salary	Salary
	01/07/2019	01/07/2021	01/01/2022
	\$p.f	\$p.f	\$p.f
3 Year trained Senior Teacher allowance	167.60	171.80	176.10
Secondment allowance	167.60	171.80	176.10
EOSD allowance for classroom teachers*	369.30	378.50	388.00
Specified Sites allowance	36.60	37.50	38.40
Spec Sites Casual Rate incl 23% loading	0.9004 p/hour	0.9225 p/hour	0.9446 p/hour

*The EOSD allowance only applies to those employees engaged on an EOSD appointment prior to the date of certification of this Agreement, any employee engaged on an EOSD appointment will be subject to provisions of clause 7.4 and will not be entitled to the allowance

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Salary schedules

Department of Education State School Teachers' Certified Agreement 2019:
Schedule 1 - salary and allowances* continued...



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School leaders (Stream 3)*

Classification Level	Classification	Pay Point	Salary	Salary	Salary	Salary	Salary	Salary
			01/07/2019	01/07/2019	01/07/2021	01/07/2021	01/01/2022	01/01/2022
			\$p.f	\$p.a	\$p.f	\$p.a	\$p.f	\$p.a
Level 1	PR101	Paypoint 1	4,447.60	116,036	4,570.00	119,227	--	--
	PR102	Paypoint 2	4,562.70	119,037	4,688.20	122,311	4,902.80	127,910
	PR103	Paypoint 3	4,675.30	121,975	4,803.80	125,329	4,989.50	130,172
Level 2	PR201	Paypoint 1	4,661.50	121,615	4,789.70	124,959	--	--
	PR202	Paypoint 2	4,781.30	124,742	4,912.90	128,173	5,172.40	134,945
	PR203	Paypoint 3	4,907.50	128,034	5,042.50	131,555	5,263.90	137,332
Level 3	PR301	Paypoint 1	4,903.40	127,927	5,038.30	131,445	--	--
	PR302	Paypoint 2	5,022.90	131,044	5,161.00	134,648	5,456.90	142,367
	PR303	Paypoint 3	5,148.50	134,322	5,290.10	138,016	5,553.40	144,885
Level 4	PR401	Paypoint 1	5,160.10	134,623	5,302.00	138,325	--	--
	PR402	Paypoint 2	5,290.00	138,012	5,435.40	141,807	5,757.00	150,197
	PR403	Paypoint 3	5,420.90	141,427	5,569.90	145,316	5,858.90	152,854
Level 5	PR501	Paypoint 1	5,455.40	142,327	5,605.40	146,241	--	--
	PR502	Paypoint 2	5,592.20	145,896	5,746.00	149,908	6,073.70	158,458
	PR503	Paypoint 3	5,727.10	149,416	5,884.60	153,525	6,181.10	161,261
Level 6	PR601	Paypoint 1	5,775.70	150,685	5,934.50	154,828	--	--
	PR602	Paypoint 2	5,917.60	154,385	6,080.30	158,630	6,407.80	167,174
	PR603	Paypoint 3	6,062.60	158,168	6,229.30	162,518	6,521.10	170,130
Level 7	PR701	Paypoint 1	6,114.30	159,517	6,282.40	163,904	--	--
	PR702	Paypoint 2	6,271.80	163,626	6,444.30	168,126	6,760.20	176,368
	PR703	Paypoint 3	6,422.50	167,558	6,599.10	172,165	6,879.70	179,487
Level 8	PR801	Paypoint 1	6,786.20	177,048	6,955.90	181,474	7,129.80	186,011
	PR802	Paypoint 2	6,908.40	180,235	7,081.10	184,740	7,258.10	189,359
Level 9	PR901	Paypoint 1	7,159.40	186,785	7,338.40	191,455	7,521.90	196,241
	PR902	Paypoint 2	7,288.30	190,147	7,470.50	194,901	7,657.30	199,774
Level 10	PRX01	Paypoint 1	7,553.20	197,059	7,742.10	201,985	7,935.60	207,035
	PRX02	Paypoint 2	7,689.20	200,606	7,881.40	205,621	8,102.90	211,398

* To be read in conjunction with Principal classification: Total government resource thresholds (Department of Education State School Teachers' Certified Agreement 2019)

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Principal classification: Total government resource thresholds

Department of Education State School Teachers' Certified Agreement 2019



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Principals of Primary, Secondary and P-10/12 Schools

Principal Level	2019		2020		2021		2022	
	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)
1	0	500,000	0	512,500	0	525,000	0	538,000
2	500,000	1,200,000	512,500	1,230,000	525,000	1,260,500	538,000	1,292,000
3	1,200,000	2,500,000	1,230,000	2,562,500	1,260,500	2,626,500	1,292,000	2,692,000
4	2,500,000	4,000,000	2,562,500	4,100,000	2,626,500	4,202,500	2,692,000	4,307,500
5	4,000,000	6,500,000	4,100,000	6,662,500	4,202,500	6,829,000	4,307,500	6,999,500
6	6,500,000	10,000,000	6,662,500	10,250,000	6,829,000	10,506,000	6,999,500	10,768,500
7	10,000,000	14,000,000	10,250,000	14,350,000	10,506,000	14,708,500	10,768,500	15,076,000
8	14,000,000	18,000,000	14,350,000	18,450,000	14,708,500	18,911,000	15,076,000	19,383,500
9	18,000,000	22,000,000	18,450,000	22,550,000	18,911,000	23,113,500	19,383,500	23,691,000
10	22,000,000	max.	22,550,000	max.	23,113,500	max.	23,691,000	max.

Principals of Special Schools, Specific Purpose Schools and Education Units

Principal Level	2019		2020		2021		2022	
	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)
1	0	290,000	0	297,000	0	304,000	0	311,500
2	290,000	700,000	297,000	717,500	304,000	735,000	311,500	753,000
3	700,000	1,300,000	717,500	1,332,500	735,000	1,365,500	753,000	1,399,500
4	1,300,000	2,000,000	1,332,500	2,050,000	1,365,500	2,101,000	1,399,500	2,153,500
5	2,000,000	4,000,000	2,050,000	4,100,000	2,101,000	4,202,500	2,153,500	4,307,500
6	4,000,000	6,500,000	4,100,000	6,662,500	4,202,500	6,829,000	4,307,500	6,999,500
7	6,500,000	10,500,000	6,662,500	10,762,500	6,829,000	11,031,500	6,999,500	11,307,000
8	10,500,000	16,500,000	10,762,500	16,912,500	11,031,500	17,335,000	11,307,000	17,768,000
9	16,500,000	20,500,000	16,912,500	21,012,500	17,335,000	21,537,500	17,768,000	22,075,500
10	20,500,000	max.	21,012,500	max.	21,537,500	max.	22,075,500	max.

Principals of Outdoor and Environmental Education Centres

Principal Level	2019		2020		2021		2022	
	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)
1	0	250,000	0	256,000	0	262,000	0	268,500
2	250,000	550,000	256,000	563,500	262,000	577,500	268,500	591,500
3	550,000	1,200,000	563,500	1,230,000	577,500	1,260,500	591,500	1,292,000
4	1,200,000	1,800,000	1,230,000	1,845,000	1,260,500	1,891,000	1,292,000	1,938,000
5	1,800,000	3,000,000	1,845,000	3,075,000	1,891,000	3,151,500	1,938,000	3,230,000
6	3,000,000	5,000,000	3,075,000	5,125,000	3,151,500	5,253,000	3,230,000	5,384,000
7	5,000,000	7,000,000	5,125,000	7,175,000	5,253,000	7,354,000	5,384,000	7,537,500
8	7,000,000	9,500,000	7,175,000	9,737,500	7,354,000	9,980,500	7,537,500	10,230,000
9	9,500,000	12,000,000	9,737,500	12,300,000	9,980,500	12,607,500	10,230,000	12,922,500
10	12,000,000	max.	12,300,000	max.	12,607,500	max.	12,922,500	max.

Principals of Schools of Distance Education

Principal Level	2019		2020		2021		2022	
	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)	Minimum (\$)	Maximum (\$)
1	0	750,000	0	768,500	0	787,500	0	807,000
2	750,000	1,800,000	768,500	1,845,000	787,500	1,891,000	807,000	1,938,000
3	1,800,000	3,400,000	1,845,000	3,485,000	1,891,000	3,572,000	1,938,000	3,661,000
4	3,400,000	6,000,000	3,485,000	6,150,000	3,572,000	6,303,500	3,661,000	6,461,000
5	6,000,000	9,600,000	6,150,000	9,840,000	6,303,500	10,086,000	6,461,000	10,338,000
6	9,600,000	14,500,000	9,840,000	14,862,500	10,086,000	15,234,000	10,338,000	15,614,500
7	14,500,000	19,500,000	14,862,500	19,987,500	15,234,000	20,487,000	15,614,500	20,999,000
8	19,500,000	26,000,000	19,987,500	26,650,000	20,487,000	27,316,000	20,999,000	27,998,500
9	26,000,000	32,000,000	26,650,000	32,800,000	27,316,000	33,620,000	27,998,500	34,460,500
10	32,000,000	max.	32,800,000	max.	33,620,000	max.	34,460,500	max.