



SALARY SCHEDULES

January 2026

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SALARY SCHEDULE TEACHERS

DATE OF OPERATION: **From 6 December 2025**

The minimum annual rate of salary payable to teachers engaged in the undermentioned classifications shall be as below:

Salary Level	Annual Salary (\$)	Fortnightly Amount (\$)
Step 1	83,707	3,209.62
Step 2	91,449	3,506.48
Step 3	94,728	3,632.21
Step 4	100,649	3,859.24
Step 5	106,523	4,084.47
Step 6	113,716	4,360.28
Step 7	120,542	4,622.01
Step 8	123,028	4,717.33
Step 9	125,520	4,812.88
Step 10	130,216	4,992.94

These guidelines are to be read in conjunction with the latest Teachers Enterprise Bargaining Agreement.

- (1) Persons holding a Limited Authority to Teach shall be placed on step 1 with no further incremental progression.

Classification code 01000

- (2) Registered teachers shall commence at step 2 and progress to the top of the salary scale by annual increments.

Classification code 01004

Relief teachers

Relief teachers employed at the same school for up to nineteen consecutive working days or less shall be paid at the following daily rate, (engaged for a minimum of the half day rate):

	<i>Code</i>	Full day	Half day
Casual relief teachers	1600	\$602.71	\$301.36

Note: Timesheet code 1601 for greater than 5 consecutive days is no longer used.

Senior Teacher Allowance - 6 Dec 2025

	<i>Code</i>	Amount
Senior Teacher (Catholic School)	2004S	\$6,347

ALLOWANCE SCHEDULE PROMOTIONAL POSITIONS

DATE OF OPERATION: **From 6 December 2025**

SECONDARY SCHOOLS PROMOTIONAL POSITION ALLOWANCES

Promotion Position	Category 1 (>1000 students)		Category 2 (601 - 1000 students)		Category 3 (300 - 600 students)		Category 4 (<300 students)	
	<i>Code</i>	Amount (\$)	<i>Code</i>	Amount (\$)	<i>Code</i>	Amount (\$)	<i>Code</i>	Amount (\$)
Level 1	2017	17,686	2005	16,886	2009	14,264	2013	11,409
Level 2	2018	12,378	2006	11,817	2010	9,985	2014	7,985
Level 3	2019	8,840	2007	8,440	2011	7,130	2015	5,703
Level 4	2020	5,307	2008	5,066	2012	4,280	2016	3,422

PRIMARY SCHOOLS PRIMARY SPECIAL RESPONSIBILITY ALLOWANCES (SRAs)

Enrolments	SRAs	Total
<100	1 x \$3,356	\$3,356
100 - 300	2 x \$3,356	\$6,712
301+	3 x \$3,356	\$10,068

Classification code 2508 for full allowance

Classification code 2507 for part allowance - amount to be supplied by school each year

PRIMARY AND SECONDARY SCHOOLS EXEMPLARY TEACHER ALLOWANCE

Exemplary Teacher (Catholic School) 1	2004L	\$5,623
Exemplary Teacher (Catholic School) 2	2004A	\$8,378

SALARY SCHEDULE PRINCIPALS

DATE OF OPERATION:

From 6 December 2025

SECONDARY / PRIMARY PRINCIPALS ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02031	177,982
Category 2	150 - 299	02032	186,847
Category 3	300 - 449	02033	195,710
Category 4	450 - 599	02034	204,571
Category 5	600 - 749	02035	213,435
Category 6	750 - 999	02036	233,820
Category 7	1000 - 1249	02037	242,680
Category 8	1250 - 1499	02038	251,545
Category 9	1500+	02039	260,408

BOARDING

Up to 120 boarders	2506B	22,049
121 - 170 boarders	2506C	25,725
171 plus boarders	2506D	29,401

SCHOOL CAR DEDUCTION

\$196.37 per fortnight
from 6 December 2023

SALARY SCHEDULE DEPUTY PRINCIPALS

DATE OF OPERATION: **From 6 December 2025**

	Enrolment	Classification Code	Level	Base Salary (\$)
Category 1	<150	02141	Level 3	148,990
			Level 4	153,131
			Level 5	157,276
			Level 6	161,415
Category 2	150 - 299	02142	Level 3	151,648
			Level 4	156,677
			Level 5	161,707
			Level 6	166,733
Category 3	300-449	02143	Level 3	154,307
			Level 4	160,221
			Level 5	166,137
			Level 6	172,049
Category 4	450 - 599	02144	Level 3	156,965
			Level 4	163,766
			Level 5	170,566
			Level 6	177,368
Category 5	600-749	02145	Level 3	159,626
			Level 4	167,313
			Level 5	174,999
			Level 6	182,684
Category 6	750 - 999	02146	Level 3	165,741
			Level 4	175,466
			Level 5	185,190
			Level 6	194,917
Category 7	1000 - 1249	02147	Level 3	168,400
			Level 4	179,013
			Level 5	189,625
			Level 6	200,233
Category 8	1250 - 1499	02148	Level 3	171,058
			Level 4	182,555
			Level 5	194,055
			Level 6	205,554
Category 9	1500+	02149	Level 3	173,718
			Level 4	186,101
			Level 5	198,487
			Level 6	210,871

Level 3 Min level for Assistant DP in a secondary school
Level 4 Max level for Assistant DP in a secondary school

Level 5 Min level for DP in a secondary school
Level 6 Max level for DP in a secondary school

SALARY SCHEDULE

HEADS OF PRIMARY/MIDDLE/SECONDARY

DATE OF OPERATION: **From 6 December 2025**

Head of Primary / Head of Middle / Head of Secondary

The enrolment numbers to be used are for the applicable portion of the school only. Eg enrolment numbers for the primary portion of the school or for the secondary portion of the school.

ENROLMENT FOR RELEVANT PORTION OF SCHOOL

		<i>Classification Code</i>	Base Salary (\$)
Category 1	<150	02231	157,209
Category 2	150 - 299	02232	165,010
Category 3	300 - 449	02233	172,808
Category 4	450 - 599	02234	180,606
Category 5	600 - 749	02235	188,407
Category 6	750 - 999	02236	206,346
Category 7	1000 - 1249	02237	214,143
Category 8	1250 - 1499	02238	221,942
Category 9	1500+	02239	229,744

SALARY SCHEDULE ASSISTANT PRINCIPALS

ASSISTANT PRINCIPALS COVERED BY A DEED OF AGREEMENT

DATE OF OPERATION: **From 6 December 2025**

ENROLMENT

		<i>Class. Code</i>	Base Salary (\$)
Category 1	<150	02331	143,360
Category 2	150 - 299	02332	150,450
Category 3	300 - 449	02333	157,541
Category 4	450 - 599	02334	164,629
Category 5	600 - 749	02335	171,721
Category 6	750 - 999	02336	188,030
Category 7	1000 - 1249	02337	195,118
Category 8	1250 - 1499	02338	202,209
Category 9	1500+	02339	209,300

SALARY SCHEDULE BUSINESS MANAGERS (SECONDARY AND COMPOSITE)

DATE OF OPERATION: **From 6 December 2025**

Category 1	<150	02141	Level 1	148,990
			Level 2	153,131
			Level 3	157,276
			Level 4	161,415
Category 2	150 - 299	02142	Level 1	151,648
			Level 2	156,677
			Level 3	161,707
			Level 4	166,733
Category 3	300-449	02143	Level 1	154,307
			Level 2	160,221
			Level 3	166,137
			Level 4	172,049
Category 4	450 - 599	02144	Level 1	156,965
			Level 2	163,766
			Level 3	170,566
			Level 4	177,368
Category 5	600-749	02145	Level 1	159,626
			Level 2	167,313
			Level 3	174,999
			Level 4	182,684
Category 6	750 - 999	02146	Level 1	165,741
			Level 2	175,466
			Level 3	185,190
			Level 4	194,917
Category 7	1000 - 1249	02147	Level 1	168,400
			Level 2	179,013
			Level 3	189,625
			Level 4	200,233
Category 8	1250 - 1499	02148	Level 1	171,058
			Level 2	182,555
			Level 3	194,055
			Level 4	205,554
Category 9	1500+	02149	Level 1	173,718
			Level 2	186,101
			Level 3	198,487
			Level 4	210,871

Business Managers Salary Schedule continued on Page 9

SALARY SCHEDULE BUSINESS MANAGERS (SECONDARY AND COMPOSITE)

DATE OF OPERATION: **From 6 December 2025**

Level 1 Min level for Business Manager in a secondary or composite school

Level 4 Max level for Business Manager in a secondary or composite school

See Guideline for Business Manager Levels for more information

Note:

1. This schedule applies to secondary and composite Business Managers, or the person in the College most responsible for finances besides the Principal, however so called.
2. The appropriate Level should be selected based on the complexity of the role and the responsibility it carries.
3. A full-time Business Manager works 38 hour week and accrues 20 days annual leave per year. No additional allowances or benefits, such as motor vehicles, are to be provided.
4. All Business Managers are required to hold a qualification as either a Chartered Accountant or Certified Practicing Accountant, unless otherwise agreed by the Executive Director.
5. It is strongly encouraged that a nominee of the Director of Finance, Infrastructure and Digital Technology be included as a panel member for any appointments to the role of Business Manager.
6. These provisions do not apply to Business Managers appointed prior to 25 August 2025.

SALARY SCHEDULE

TEACHERS' AIDES & TEACHING ASSISTANTS

DATE OF OPERATION: **From 1 January 2025**

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate (\$)
Teacher Assistants -	Step 1	\$59,473
General unqualified	Step 2	\$60,926
	Step 3	\$63,126
<i>Classification code 03231</i>		
Teacher Assistants -	Step 1	\$65,306
General qualified	Step 2	\$66,842
<i>Classification code 03232</i>		
Teacher Assistants -	Step 1	\$68,129
Special Learning Needs unqualified	Step 2	\$69,458
<i>Classification code 03233</i>		
Teacher Assistants -	Step 1	\$70,870
Special Learning Needs qualified	Step 2	\$74,129
<i>Classification code 03234</i>		
Aboriginal Teacher Assistants -	Step 1	\$68,129
unqualified	Step 2	\$69,458
<i>Classification code 03235</i>		
Aboriginal Teacher Assistants -	Step 1	\$70,870
qualified	Step 2	\$74,129
<i>Classification code 03236</i>		
Community Teachers in designated	Step 1	\$72,094
Kimberley Schools	Step 2	\$75,271
<i>Classification code 03237</i>		

General Conditions

(1) A Teachers' Assistant or Aboriginal Teachers' Assistant left in charge of pupils for a full session shall be paid at his/her ordinary rate plus 10% for the period for which they are left in charge, provided that, if the period for which the employee is left in charge exceeds three days, they shall be paid at the ordinary rate plus 20% for the whole period for which they are in charge.

(2) Accreditation allowance \$500 per annum *code 2004M*

(3) Bus allowance \$16.08 per round trip *code 2039*

(4) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 2 hours. See Agreement for full conditions.

SALARY SCHEDULE CHILD CARE (LONG DAY CARE)

DATE OF OPERATION: From 1 January 2026

Child Care (Long Day Care)

The minimum rate of salary payable to employees shall be:

	Step	Annual Rate (\$)
Unqualified		
Level 1	Step 1	\$62,503
Classification code 12101	Step 2	\$63,013
Cert III or IV qualified		
Level 2	Step 1	\$67,260
Classification code 12102	Step 2	\$68,668
Diploma Qualified		
Level 3	Step 1	\$72,042
Classification code 12103	Step 2	\$72,819
Assistant Director- Diploma Qualified		
Level 4	Step 1	\$75,173
Classification code 12104	Step 2	\$75,367
Director - Degree or Diploma Qualified		
Level 5	Step 1	\$86,120
Classification code 12105	Step 2	\$86,727
	Step 3	\$87,504

Pre-School Teachers - See the Salary Schedule for Teachers page 1

General Conditions

- (1) Accreditation Allowance \$500 per annum code 2004M
- (2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 3 hours. See Agreement for full conditions.
- (3) **Junior Rates:** An employee under the age of 21 years who is employed as a Child Care employee Level 1 shall be paid a percentage of the rate applicable to an adult employee. The percentages of the adult rate shall be:

At or under 16 years of age	50%
At 17 years of age	60%
At 18 years of age	75%
At 19 years of age	85%
At 20 Years of age	95%
Thereafter at the adult rate	

SALARY SCHEDULE OUT OF SCHOOL HOURS EMPLOYEES

DATE OF OPERATION: **From 1 January 2026**

Out of School Hours Employees

	Year of Experience	Annual Rate (\$)
Out of School Hours Employees <i>Classification code 12201</i>	Year 1	\$62,430
	Year 2	\$66,192
	Year 3	\$68,425
	Year 4	\$70,731
	Year 5	\$72,989

An Out of School Hours employee left in charge of children for a full session shall be paid at his/her ordinary rate plus 10% for the period for which they are left in charge, provided that, if the period for which the employee is left in charge exceeds three days, they shall be paid at the ordinary rate plus 20% for the whole period for which they are in charge.

General Conditions

- (1) Accreditation Allowance \$500 per annum *code 2004M*

- (2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 2 hours. See Agreement for full conditions.

SALARY SCHEDULE SCHOOL EMPLOYEES

DATE OF OPERATION: **From 1 January 2026**

The minimum rates of salary payable to employees shall be:

Gardeners and Cleaners Wages

Classification		Annual Rate (\$)
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Cleaner	Code 04040	\$64,226
Groundsperson	Code 04043	\$65,076
Groundsperson /Handyperson Grade 1	Code 04044	\$66,022
Groundsperson /Handyperson Grade 2	Code 04045	\$66,945
Senior Groundsperson / Handyperson	Code 04046	\$68,838
Head Groundsperson	Code 04047	\$78,159

Domestic Employees

Level 2: Kitchen Attendant, Canteen Assistant House Attendant, Dining Attendant, Sewing Attendant, Laundry Attendant	Code 04041	\$63,668
Level 3: Cooks (Other)	Code 04042	\$64,153
Level 5: First Cook Grade 1 or Cook working alone	Code 04048	\$66,022
Sewing Supervisor	Code 04051	\$66,022

Level 6:

First Cook, Grade 2	Code 04049	\$66,945
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Level 7:

Tradesperson Cook	Code 04050	\$68,838
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Juniors:	Percentage of Appropriate Adult Rate
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Under 16 years of age	60%
16 to 17 years of age	70%
	80%

General Conditions:

(1) Senior employees other than the Head Groundsperson and leading hands appointed as such by the employer to be in charge of three or more other employees shall be paid \$25.95 per week in addition to the rates prescribed herein.

(2) For all work done on any day after a break referred to in subclause (3) of Clause 46. - Hours of the Agreement , the employee shall be paid an allowance of \$1.60 per hour for each such hour worked. Code 2035

(3) Accreditation Allowance	\$500 per annum	Code 2004M
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(4) Bus Allowance	\$16.08 per round trip	Code 2039
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(5) A casual employee shall be paid 20 % in addition to the rates prescribed for the work performed, with a minimum payment of 4 hours. See Agreement for full conditions.

SALARY SCHEDULE ADMINISTRATIVE & TECHNICAL OFFICERS

DATE OF OPERATION: **From 13 June 2025**

The minimum salary payable to employees shall be:

Salary Level	Category A 48 weeks work Annual Rate (\$)		Category B 44 weeks work Annual Rate (\$)		Category C 40 weeks work Annual Rate (\$)
LEVEL 1	<i>Class code 08090</i>	<i>Step</i>		<i>Step</i>	
	\$61,285	1	\$57,807	1	\$53,107
	\$61,885	2	\$58,373	2	\$53,627
	\$62,456	3	\$58,912	3	\$54,122
	\$63,027	4	\$59,450	4	\$54,617
	\$63,627	5	\$60,016	5	\$55,137
	\$64,227	6	\$60,582	6	\$55,657
LEVEL 2	<i>Class code 08091</i>				
	\$65,971	1	\$62,227	1	\$57,168
	\$67,171	2	\$63,359	2	\$58,208
	\$68,312	3	\$64,435	3	\$59,197
	\$69,513	4	\$65,568	4	\$60,237
	\$70,684	5	\$66,673	5	\$61,252
	\$71,855	6	\$67,777	6	\$62,267
LEVEL 3	<i>Class code 08092</i>				
	\$74,199	1	\$69,988	1	\$64,298
	\$75,625	2	\$71,333	2	\$65,534
	\$77,032	3	\$72,661	3	\$66,753
	\$78,424	4	\$73,974	4	\$67,959
	\$79,852	5	\$75,321	5	\$69,197
	\$81,253	6	\$76,642	6	\$70,411
LEVEL 4	<i>Class code 08093</i>				
	\$77,739	1	\$73,327	1	\$67,366
	\$80,081	2	\$75,537	2	\$69,395
	\$82,424	3	\$77,747	3	\$71,426
	\$84,794	4	\$79,982	4	\$73,479
	\$87,135	5	\$82,190	5	\$75,508
	\$89,479	6	\$84,401	6	\$77,539
LEVEL 5	<i>Class code 08094</i>				
	\$91,422	1	\$86,234	1	\$79,223
	\$92,780	2	\$87,515	2	\$80,400
	\$94,135	3	\$88,793	3	\$81,574
	\$95,493	4	\$90,074	4	\$82,751
	\$96,850	5	\$91,354	5	\$83,927
	\$98,207	6	\$92,634	6	\$85,103

Juniors Percentage of the rate appropriate to Level 1

Juniors Percentage of the rate appropriate to Level 1

Under 17 years of age	60%
17 years of age	70%
18 years of age	80%
19 years of age	90%

General Conditions

(1) Accreditation Allowance	\$500 per annum	Code 2004M
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(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 1 day. See Agreement for full conditions

(3) First Aid Allowance	\$500 per annum	Code 2041 Code 2041A for part Allowance
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SALARY SCHEDULE BOARDING HOUSE SUPERVISORS

DATE OF OPERATION: **From 13 June 2025**

The minimum salary payable to employees shall be:

Salary Level	Annual Rate (\$)
Supervisor:	<i>Classification Code 09102</i>
Step 1	\$61,766
Step 2	\$63,576
Step 3	\$65,984
Step 4	\$68,392
Step 5	\$70,803
Step 6	\$73,210
Step 7	\$76,825
Step 8	\$80,441

Houseparent:	<i>Classification Code 09103</i>
Step 1	\$61,766
Step 2	\$63,576
Step 3	\$65,984
Step 4	\$68,392
Step 5	\$70,803

The maximum salary level for a houseparent shall be determined as the fifth year of experience.

General Conditions

(1) Accreditation Allowance \$500 per annum *code 2004M*

(2) A relief supervisor shall be paid per rostered shift at a rate calculated at Step 6 divided by 200.

Paycode	1602	\$48.16 Per Hour
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(3) A relief houseparent shall be paid per rostered shift at a rate calculated at Step 5 divided by 200.

Paycode	1603	\$46.58 Per Hour
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SALARY SCHEDULE NURSES

DATE OF OPERATION: **From 13 June 2025**

The minimum rate of salary payable to employees shall be:

Salary Level	Annual Rate (\$)
<i>Class. Code 06070</i>	<i>Step</i>
1st Year	\$71,098 1
2nd Year	\$73,937 2
3rd Year	\$76,804 3
4th Year	\$79,644 4
5th Year	\$82,482 5
6th Year	\$85,321 6
7th Year	\$88,163 7
8th Year	\$91,030 8

General Conditions

(1) Accreditation Allowance	\$500	per annum	code 2004M
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(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 2 hours. See Agreement for full conditions.

SALARY SCHEDULE SOCIAL WORKERS

DATE OF OPERATION: **From 13 June 2025**

SOCIAL WORKERS

Classification Code 11001

Step

Step 1	\$84,411
Step 2	\$88,210
Step 3	\$92,424
Step 4	\$97,689
Step 5	\$105,852
Step 6	\$111,171

General conditions

(1) Accreditation Allowance	\$500 per annum	code 2004M
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(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 4 hours. See Agreement for full conditions.

SALARY SCHEDULE PSYCHOLOGISTS

DATE OF OPERATION: **From 6 December 2025**

Classification Code - see below

Step	Annual Rate (\$)
Step 1	\$93,706
Step 2	\$98,741
Step 3	\$103,784
Step 4	\$108,816
Step 5	\$113,849
Step 6	\$122,052
Step 7	\$127,484
Step 8	\$132,423
Step 9	\$137,373

General Conditions

(1) Accreditation Allowance \$500 per annum *code 2004M*

(2) A casual employee shall be paid 20% in addition to the rates prescribed for the work performed, with a minimum payment of 4 hours. See Agreement for full conditions.

(3) Classifications

(a) Qualified Psychologist - not provisionally registered

Classification Code 11004

enter step 1 - exit step 1

(b) Provisionally Registered Psychologist

Classification Code 11005

- with no teaching qualification enter step 1, then held at step 2 until registered

Classification Code 11002

- with teaching qualification enter step 2, then held at step 3 until registered

(c) Registered Psychologist

Classification Code 11006

- with no teaching qualification enter step 2
exit step 7

Classification Code 11003

- with teaching qualification enter step 3
exit step 9

LOCATION ALLOWANCE SCHEDULE

AREA: The location allowance is payable to eligible employees in those towns as indicated below.

DATE OF OPERATION: **From 1 January 2024**

Town		Half Rate Allowance per fortnight (\$)		Full Rate Allowance per fortnight (\$)
	<i>Code</i>			
Balgo Hills	2002A	207.42	2102A	414.83
Beagle Bay	2002C	188.20	2102C	376.41
Billiluna	2002A	207.42	2102A	414.83
Boulder	2002L	21.88	2102L	43.75
Broome	2002G	135.90	2102G	271.82
Carnarvon	2002I	59.87	2102I	119.75
Derby	2002E	141.97	2102E	283.93
Esperance	2002J	37.95	2102J	75.90
Kalgoorlie	2002L	21.88	2102L	43.75
Karratha	2002F	148.63	2102F	297.25
Kununurra	2002B	177.87	2102B	355.75
Lake Gregory/Mulan	2002P	207.42	2102P	414.83
Lombadina	2002Q	188.20	2102Q	376.41
Mullewa	2002U	34.29	2102U	68.57
Port Hedland	2002H	138.30	2102H	276.60
Red Hill / Halls Creek	2002D	170.03	2102D	340.05
Ringer Soak/Yaruman	2002R	207.42	2102R	414.83
Southern Cross	2002K	34.29	2102K	68.57
Turkey Creek/Warmun	2002T	188.20	2102T	376.41
Wyndham	2002M	176.92	2102M	353.86

NOTE: Full rates are received by staff with a dependant.
Half rates are received by staff with no dependant.