

INDEPENDENT SCHOOLS (TEACHERS) COOPERATIVE MULTI-ENTERPRISE AGREEMENT 2025 SALARY SCALES 1 FEBRUARY 2025

Table 1 – Salary Scales for NSW Teachers

Step	Annual Rates effective from the first full pay period on or after 1 February 2025	Fortnightly Rates effective from the first full pay period on or after 1 February 2025
1.1	90,100	3,455.89
1.2	96,898	3,716.64
2.1	101,036	3,875.35
2.2	105,173	4,034.03
2.3	112,499	4,315.03
2.4	120,962	4,639.64
2.5	127,281	4,882.01

Table 2 – Salary Scales for ACT Teachers

Level	Annual Rates effective from the first full pay period on or after 1 February 2025	Fortnightly Rates effective from the first full pay period on or after 1 February 2025
1	92,186	3,535.90
2	100,967	3,872.71
3	105,360	4,041.21
4	109,750	4,209.59
5	114,140	4,377.97
6	121,461	4,658.78
7	128,777	4,939.39
8	130,643	5,010.96

Table 3 – NSW & ACT Casual Rates

	Rates effective from the first full pay period on or after 1 February 2025
Casual Teacher 1	
Full Day	450.50
Half Day	225.25
Casual Teacher 2	
Full Day	505.18
Half Day	252.59
Casual Teacher 3	
Full Day	562.49
Half Day	281.25

Table 4 – Allowance

	Annual Rates effective from the first full pay period on or after 1 February 2025	Fortnightly Rates effective from the first full pay period on or after 1 February 2025
Accomplished Teacher Allowance	4,979	190.98
Highly Accomplished and Lead Teacher Allowance	9,958	381.95
1	9,958	381.95
2	19,750	757.53
3	29,707	1,139.45
4	46,845	1,796.79

Table 5 – Other Allowances

Travel Allowance		
Own Car Allowance		\$0.99 per km
Own Motorcycle Allowance		\$0.33 per km
Special Education Teacher Allowance		
	Annual Allowance from the first full pay period on or after 1 February 2025	Fortnightly Allowance from the first full pay period on or after 1 February 2025
Fulltime Teacher	3,699	141.89
Parttime and Casual Teachers	18.15 per day	

Table 6 – Allowances (Directors of Preschools in NSW and the ACT and Other Early Childhood Services in NSW)

	Annual Allowance from the first full pay period on or after 1 February 2025	Fortnightly Allowance from the first full pay period on or after 1 February 2025
0-25 units	7,984	306.24
26-50 units	9,749	373.93
51-75 units	12,167	466.68
76 plus units	15,200	583.01
Educational* Leader Allowance	4,567.31	

*Rates have been adjusted in accordance with the annual wage review