



# SALARY SCALES

Independent Schools NSW (Teachers) Multi-Enterprise Agreement 2017

Table 1A-Salaries

Step	Annual rates effective from the first full pay period on or after 1 February 2017 2.3%	Fortnightly rates effective from the first full pay period on or after 1 February 2017 2.3%	Monthly rates effective from the first full pay period on or after 1 February 2017 2.3%
1	55,739	2,137.93	4,644.92
2	59,355	2,276.63	4,946.25
3	63,305	2,428.14	5,275.42
4	66,588	2,554.06	5,549.00
5	70,206	2,692.83	5,850.50
6	73,827	2,831.72	6,152.25
7	77,440	2,970.30	6,453.33
8	81,063	3,109.27	6,755.25
9	84,675	3,247.81	7,056.25
10	88,294	3,386.62	7,357.83
11	91,913	3,525.43	7,659.42
12	95,535	3,664.36	7,961.25
13	99,150	3,803.01	8,262.50
ST1	103,326	3,963.19	8,610.50

**Table 1B – Allowances for Promotions Positions**

	Annual rates effective from the first full pay period on or after 1 February 2017 2.3%	Fortnightly rates effective from the first full pay period on or after 1 February 2017 2.3%	Monthly rates effective from the first full pay period on or after 1 February 2017 2.3%
<b>Senior Teacher Level 2</b>	8,204	314.67	683.67
<b>Co-ordinator 1</b>	8,204	314.67	683.67
<b>Co-ordinator 2</b>	16,411	629.46	1,367.58
<b>Co-ordinator 3</b>	24,615	944.14	2,051.25
<b>Deputy Principal – Secondary</b>			
<b>201-300</b>	29,440	1129.21	2,453.33
<b>301-600</b>	32,627	1251.45	2,718.92
<b>601-900</b>	35,809	1373.50	2,984.08
<b>901+</b>	38,987	1495.39	3,248.92
<b>Deputy Principal – Primary</b>			
<b>201-250</b>	23,523	902.25	1,960.25
<b>251-400</b>	26,409	1,012.95	2,200.75
<b>401-600</b>	29,441	1,129.24	2,453.42
<b>601-800</b>	32,627	1,251.45	2,718.92
<b>801+</b>	35,809	1,373.50	2,984.08

**Table 1C – Directors’ Allowance**

	Annual rates effective from the first full pay period on or after 1 February 2017 2.3%	Fortnightly rates effective from the first full pay period on or after 1 February 2017 2.3%	Monthly rates effective from the first full pay period on or after 1 February 2017 2.3%
<b>0-25</b>	6,603	253.27	550.25
<b>26-50</b>	8,062	309.23	671.83
<b>51-75</b>	10,064	386.02	838.67
<b>76 Plus</b>	12,572	482.21	1,047.67

**Table 2 – Other Rates and Allowances**

	Gross Salary Per Annum	Gross Salary Per Fortnight
Full-Time Teachers – teaching classes of children with disabilities in a registered special school	3050	116.99
Part time and Casual Teachers – teaching classes of children with disabilities in a registered special school	14.97 per day	
Own Car allowance: Where use authorised by the school	0.78 per km	

**Table 3 – Casual Teachers**

Step	Gross Salary Full Day	Gross Salary Half Day
Step 8	417.24	208.62



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Table 1A-Salaries

Step	Annual rates effective from the first full pay period on or after 1 February 2018 2.5%	Fortnightly rates effective from the first full pay period on or after 1 February 2018 2.5%	Monthly rates effective from the first full pay period on or after 1 February 2018 2.5%
1	57,132	2,191.36	4,761.00
2	60,839	2,333.55	5,069.92
3	64,888	2,488.85	5,407.33
4	68,253	2,617.92	5,687.75
5	71,961	2,760.15	5,996.75
6	75,673	2,902.53	6,306.08
7	79,376	3,044.56	6,614.67
8	83,090	3,187.01	6,924.17
9	86,792	3,329.01	7,232.67
10	90,501	3,471.27	7,541.75
11	94,211	3,613.57	7,850.92
12	97,923	3,755.95	8,160.25
13	101,629	3,898.10	8,469.08
ST1	105,909	4,062.26	8,825.75

**Table 1B – Allowances for Promotions Positions**

	Annual rates effective from the first full pay period on or after 1 February 2018 2.5%	Fortnightly rates effective from the first full pay period on or after 1 February 2018 2.5%	Monthly rates effective from the first full pay period on or after 1 February 2018 2.5%
<b>Senior Teacher Level 2</b>	8,409	322.54	700.75
<b>Co-ordinator 1</b>	8,409	322.54	700.75
<b>Co-ordinator 2</b>	16,821	645.19	1,401.75
<b>Co-ordinator 3</b>	25,230	967.73	2,102.50
<b>Deputy Principal – Secondary</b>			
<b>201-300</b>	30,176	1157.44	2,514.67
<b>301-600</b>	33,443	1282.75	2,786.92
<b>601-900</b>	36,704	1407.82	3,058.67
<b>901+</b>	39,962	1532.79	3,330.17
<b>Deputy Principal – Primary</b>			
<b>201-250</b>	24,111	924.81	2,009.25
<b>251-400</b>	27,069	1,038.26	2,255.75
<b>401-600</b>	30,177	1,157.47	2,514.75
<b>601-800</b>	33,443	1,282.75	2,786.92
<b>801+</b>	36,704	1,407.82	3,058.67

**Table 1C – Directors’ Allowance**

	Annual rates effective from the first full pay period on or after 1 February 2018 2.5%	Fortnightly rates effective from the first full pay period on or after 1 February 2018 2.5%	Monthly rates effective from the first full pay period on or after 1 February 2018 2.5%
<b>0-25</b>	6,768	259.59	564.00
<b>26-50</b>	8,264	316.98	688.67
<b>51-75</b>	10,316	395.68	859.67
<b>76 Plus</b>	12,886	494.26	1,073.83

**Table 2 – Other Rates and Allowances**

	Gross Salary Per Annum	Gross Salary Per Fortnight
Full-Time Teachers – teaching classes of children with disabilities in a registered special school	3,126	119.90
Part time and Casual Teachers – teaching classes of children with disabilities in a registered special school	15.34 per day	
Own Car allowance: Where use authorised by the school	To increase in line with the Modern Award*	

\*This allowance shall be adjusted in line with any adjustments to the corresponding rate in the Educational Services (Teachers) Award 2010 (Modern Award)

**Table 3 – Casual Teachers**

Step	Gross Salary Full Day	Gross Salary Half Day
Step 8	427.67	213.83



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Table 1A-Salaries

Step	Annual rates effective from the first full pay period on or after 1 February 2019 2.5%	Fortnightly rates effective from the first full pay period on or after 1 February 2019 2.5%	Monthly rates effective from the first full pay period on or after 1 February 2019 2.5%
1	58,560	2,246.14	4,880.00
2	62,360	2,391.89	5,196.67
3	66,510	2,551.07	5,542.50
4	69,959	2,683.36	5,829.92
5	73,760	2,829.15	6,146.67
6	77,565	2,975.10	6,463.75
7	81,360	3,120.66	6,780.00
8	85,167	3,266.68	7,097.25
9	88,962	3,412.24	7,413.50
10	92,764	3,558.07	7,730.33
11	96,566	3,703.90	8,047.17
12	100,371	3,849.85	8,364.25
13	104,170	3,995.56	8,680.83
ST1	108,557	4,163.83	9,046.42

**Table 1B – Allowances for Promotions Positions**

	Annual rates effective from the first full pay period on or after 1 February 2019 2.5%	Fortnightly rates effective from the first full pay period on or after 1 February 2019 2.5%	Monthly rates effective from the first full pay period on or after 1 February 2019 2.5%
<b>Senior Teacher Level 2</b>	8,619	330.59	718.25
<b>Co-ordinator 1</b>	8,619	330.59	718.25
<b>Co-ordinator 2</b>	17,242	661.34	1436.83
<b>Co-ordinator 3</b>	25,861	991.93	2155.08
<b>Deputy Principal – Secondary</b>			
<b>201-300</b>	30,930	1,186.36	2,577.50
<b>301-600</b>	34,279	1,314.81	2,856.58
<b>601-900</b>	37,622	1,443.04	3,135.17
<b>901+</b>	40,961	1,571.11	3,413.42
<b>Deputy Principal – Primary</b>			
<b>201-250</b>	24,714	947.93	2,059.50
<b>251-400</b>	27,746	1,064.23	2,312.17
<b>401-600</b>	30,931	1,186.39	2,577.58
<b>601-800</b>	34,279	1,314.81	2,856.58
<b>801+</b>	37,622	1,443.04	3,135.17

**Table 1C – Directors’ Allowance**

	Annual rates effective from the first full pay period on or after 1 February 2019 2.5%	Fortnightly rates effective from the first full pay period on or after 1 February 2019 2.5%	Monthly rates effective from the first full pay period on or after 1 February 2019 2.5%
<b>0-25</b>	6,937	266.08	578.08
<b>26-50</b>	8,471	324.92	705.92
<b>51-75</b>	10,574	405.58	881.17
<b>76 Plus</b>	13,208	506.61	1,100.67



**Table 2 – Other Rates and Allowances**

	Gross Salary Per Annum	Gross Salary Per Fortnight
Full-Time Teachers – teaching classes of children with disabilities in a registered special school	3,204	122.89
Part time and Casual Teachers – teaching classes of children with disabilities in a registered special school	15.72 per day	
Own Car allowance: Where use authorised by the school	To increase in line with the Modern Award*	

\*This allowance shall be adjusted in line with any adjustments to the corresponding rate in the Educational Services (Teachers) Award 2010 (Modern Award)

**Table 3 – Casual Teachers**

Step	Gross Salary Full Day	Gross Salary Half Day
Step 8	438.36	219.18



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Step	Annual rates effective from the first full pay period on or after 1 February 2020 2.5%	Fortnightly rates effective from the first full pay period on or after 1 February 2020 2.5%	Monthly rates effective from the first full pay period on or after 1 February 2020 2.5%
1	60,024	2,302.29	5,002.00
2	63,919	2,451.69	5,326.58
3	68,173	2,614.85	5,681.08
4	71,708	2,750.44	5,975.67
5	75,604	2,899.88	6,300.33
6	79,504	3,049.47	6,625.33
7	83,394	3,198.67	6,949.50
8	87,296	3,348.34	7,274.67
9	91,186	3,497.55	7,598.83
10	95,083	3,647.02	7,923.58
11	98,980	3,796.49	8,248.33
12	102,881	3,946.12	8,573.42
13	106,774	4,095.44	8,897.83
ST1	111,271	4,267.93	9,272.58

**Table 1B – Allowances for Promotions Positions**

	Annual rates effective from the first full pay period on or after 1 February 2020 2.5%	Fortnightly rates effective from the first full pay period on or after 1 February 2020 2.5%	Monthly rates effective from the first full pay period on or after 1 February 2020 2.5%
<b>Senior Teacher</b>			
<b>Level 2</b>	8,834	338.84	736.17
<b>Co-ordinator 1</b>	8,834	338.84	736.17
<b>Co-ordinator 2</b>	17,673	677.87	1,472.75
<b>Co-ordinator 3</b>	26,508	1016.75	2,209.00
<b>Deputy Principal – Secondary</b>			
<b>201-300</b>	31,703	1,216.01	2,641.92
<b>301-600</b>	35,136	1,347.68	2,928.00
<b>601-900</b>	38,563	1,479.13	3,213.58
<b>901+</b>	41,985	1,610.38	3,498.75
<b>Deputy Principal – Primary</b>			
<b>201-250</b>	25,332	971.64	2,111.00
<b>251-400</b>	28,440	1,090.85	2,370.00
<b>401-600</b>	31,704	1,216.04	2,642.00
<b>601-800</b>	35,136	1,347.68	2,928.00
<b>801+</b>	38,563	1,479.13	3,213.58

**Table 1C – Directors’ Allowance**

	Annual rates effective from the first full pay period on or after 1 February 2020 2.5%	Fortnightly rates effective from the first full pay period on or after 1 February 2020 2.5%	Monthly rates effective from the first full pay period on or after 1 February 2020 2.5%
<b>0-25</b>	7,110	272.71	592.50
<b>26-50</b>	8,683	333.05	723.58
<b>51-75</b>	10,838	415.70	903.17
<b>76 Plus</b>	13,538	519.27	1,128.17

**Table 2 – Other Rates and Allowances**

	Gross Salary Per Annum	Gross Salary Per Fortnight
Full-Time Teachers – teaching classes of children with disabilities in a registered special school	3284	125.96
Part time and Casual Teachers – teaching classes of children with disabilities in a registered special school	16.11 per day	
Own Car allowance: Where use authorised by the school	To increase in line with the Modern Award*	

\*This allowance shall be adjusted in line with any adjustments to the corresponding rate in the Educational Services (Teachers) Award 2010 (Modern Award)

**Table 3 – Casual Teachers**

Step	Gross Salary Full Day	Gross Salary Half Day
Step 8	449.32	224.66

