

# Christian Schools Staff Relations Service

## ACT Teaching Staff Agreement 2020 - Enhanced Terms

### Schedule of Salary Rates

commencing from the first full pay period on or after 1 July 2025

Prepared: 19 September 2024

**Table 1A - Salaries**

Band	New Classification as of 1 July 2024	Annual rates FFPPOA on or after 1 July 2025	No Loading		Inc Loading		Casual
			Fortnightly	Weekly	Fortnightly	Weekly	
One	Step 1	91,067	3,493.17	1,746.59	3,540.07	1,770.04	446.41
	Step 2	91,067	3,493.17	1,746.59	3,540.07	1,770.04	446.41
	Step 3	99,740	3,825.85	1,912.93	3,877.22	1,938.61	488.92
	Step 4	99,740	3,825.85	1,912.93	3,877.22	1,938.61	488.92
Two	Step 5	104,079	3,992.29	1,996.14	4,045.89	2,022.95	510.19
	Step 6	108,417	4,158.69	2,079.34	4,214.52	2,107.26	531.46
	Step 7	112,754	4,325.05	2,162.52	4,383.12	2,191.56	552.72
Three	Step 8	119,982	4,602.30	2,301.15	4,664.09	2,332.05	
	Step 9	127,213	4,879.67	2,439.84	4,945.18	2,472.59	
	Step 10	130,008	4,986.88	2,493.44	5,053.84	2,526.92	
Four	HAT/LEAD	136,724	5,244.50	2,622.25	5,314.91	2,657.45	

**Table 1B - Allowances for Positions of Responsibility**

Description	Annual rates FFPPOA on or after 1 July 2025	No Loading		Inc Loading		
		Fortnightly	Weekly	Fortnightly	Weekly	
Prelim. Position of Resp.	5,097	195.51	97.76	198.14	99.07	
Position of Resp. 1	10,196	391.10	195.55	396.35	198.18	
Position of Resp. 2	20,389	782.09	391.04	792.59	396.29	
Position of Resp. 3	30,589	1,173.34	586.67	1,189.09	594.55	
Assistant Principals - Secondary/ Combined	201 - 300	36,577	1,403.03	701.52	1,421.87	710.93
	301 - 600	40,540	1,555.04	777.52	1,575.92	787.96
	601 - 900	44,491	1,706.60	853.30	1,729.51	864.76
	901 +	48,443	1,858.19	929.09	1,883.14	941.57
Assistant Principals - Primary	201 - 250	29,229	1,121.17	560.59	1,136.23	568.11
	251-400	32,815	1,258.73	629.36	1,275.63	637.81
	401 - 600	36,577	1,403.03	701.52	1,421.87	710.93
	601 - 800	40,540	1,555.04	777.52	1,575.92	787.96
	801 +	44,491	1,706.60	853.30	1,729.51	864.76

**Table 1C - Allowances for Directors of ELCs**

Student Units	Annual rates FFPPOA on or after 1 July 2025	No Loading		Inc Loading	
		Fortnightly	Weekly	Fortnightly	Weekly
0 - 25 children	8,637	331.30	165.65	335.75	167.87
26 - 50 children	10,546	404.53	202.26	409.96	204.98
51 - 75 children	13,162	504.87	252.44	511.65	255.82

76 + children	16,442	630.69	315.34	639.15	319.58
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**Table 2 - Clause 16.1 - Own Car Allowance**

Clause No.	Brief Description	Allowance during term of Agreement
Casual or incidental use	- Motor car (max 400kms per week)	0.99 per km
	- Motorcycle (max 400kms per week)	0.33 per km

**Notes**

**These salary rates are part of enhanced terms under an MOU, noting the ACT Christian Schools Teaching Staff MEA 2020 remains applicable until replaced.**

\* From 1 July 2024, all existing staff will have their step adjusted as follows, with normal incremental increases to occur thereafter

\*\* From 1 July 2024 any teacher on Step 9 will progress to “Step 10” on their next completion of a year of (full-time equivalent) service.

Existing classification as at 30 June	New Classification as at 1 July
Step 1	Step 2
Step 2	Step 2
Step 3	Step 4
Step 4	Step 4
Step 5	Step 5
Step 6	Step 6
Step 7	Step 7
Step 8	Step 8
Step 9	Step 9
	** Step 10