

Principals' Salaries and Casual Rates

Revised 2024

Western Australia – Principals		
Expiry: 5/12/2023		
	06-Dec-21	06-Dec-22
Annual increase	3%	3%
Level 3		
Primary Principal, Heads of Dept, Heads of Learning Area & Program Coordinators		
Level 3.1	\$122,185	\$125,850
Level 3.2	\$126,955	\$130,763
Level 3.3	\$130,284	\$134,192
Level 3.4	\$133,704	\$137,715
Level 4		
Primary Principal		
Level 4.1	\$137,518	\$141,644
Level 4.2	\$141,006	\$145,236
Level 4.3	\$144,498	\$148,833
Level 4.4	\$146,256	\$150,644
Level 5		
Primary Principal		
District High School Principal		
Level 5.1	\$149,479	\$153,963
Level 5.1A*	\$151,181	\$155,717
Level 5.2	\$154,261	\$158,889
Level 5.3	\$159,055	\$163,826
Level 5.4	\$160,812	\$165,636
Level 6		
High and Senior High School Principal		
Primary Principal		
Level 6.1	\$167,054	\$172,065
Level 6.2	\$172,310	\$177,479
Level 6.3	\$176,630	\$181,928
Level 6.4	\$178,388	\$183,739
<p>* Deputy Principals of High and Senior High Schools with an enrolment of greater than 600 students may progress to Level 5.1A</p> <p>Principal & Deputy Principal levels are largely determined by a school's student enrolment numbers.</p> <p><i>Source: School Education Act Employees' (Teachers and Administrators) General Agreement 2021</i></p>		

South Australia – Principals	
Expiry: 23/3/2023	
Promotional Classifications	01 May 22
Band A - Principals/Preschool Directors	3.35%
Band A-1	\$125,233
Band A-2	\$133,457
Band A-3	\$141,686
Band A-4	\$149,911
Band A-5	\$158,144
Band A-6	\$166,367
Band A-7	\$174,594
Band A-8	\$182,821
Band A-9	\$190,198
Band B - DPs/Senr Ldrs/Coords	2.35%
Band B-0	\$112,975
Band B-1	\$117,680
Band B-2	\$120,439
Band B-3	\$128,348
Band B-4	\$136,262
Band B-5	\$144,172
Band B-6	\$152,091
<p><i>Source: SA School and Preschool Education Staff Enterprise Agreement 2020</i></p>	

Northern Territory – Principals	
from 11/10/2023	
Senior Teacher	
ST1	\$133 553
ST2	\$138 843
ST3	\$147 568
ST4	\$151 745
ST5	\$162 235
ST6	\$167 361
ST7	\$173 291
ST8	\$181 006
Non-Contract Principals	
PLO 1.1	\$135,192
PLO 1.2	\$137,897
PLO 2.1	\$138,846
PLO 2.2	\$143,008
PLO 3.1	\$147,568
PLO 3.2	\$154,947
PLO 4.1	\$160,453
PLO 4.2	\$165,266
PLO 5.1	\$170,911
PLO 5.2	\$176,038
PLO 6.1	\$181,354
PLO 6.2	\$186,795
PLO 7.1	\$191,319
PLO 7.2	\$197,058
<p><i>Source: Northern Territory Public Sector Teachers and Assistant Teachers' 2021-2024 Enterprise Agreement</i></p>	

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New South Wales - Principals			
		9.10.23	9.10.23
Old Structure		New Structure	
Primary		Teaching Principal 1 (TP1)	\$140,502
Principal (PP6)	\$140,502	Teaching Principal 2 (TP2)	\$164,044
Principal (PP5)	\$164,044	Principal 1 (P1)	\$168,547
Principal (PP4)	\$167,794	Principal 2 (P2)	\$181,413
Principal (PP3)	\$173,619	Principal 3 (P3)	\$201,040
Principal (PP2)	\$180,950	Principal 4 (P4)	\$209,831
Principal (PP1)	\$196,226	Principal 5 (P5)	\$216,264
TP1 or Associate Principal	\$140,502		
TP2 or Associate Principal	\$164,044		
Central			
Principal (PC4)	\$169,433		
Principal (PC3)	\$175,320		
Principal (PC2)	\$182,720		
Principal (PC1)	\$198,144		
High			
Principal (PH1)	\$201,040		
Principal (PH2)	\$209,831		
Deputy Principal	\$164,044		
Head Teacher	\$140,502		
<i>Source: Crown Employees (Teachers In Schools And Related Employees) Salaries And Conditions Award 2022</i>			

Australian Capital Territory - Principals						
	27 January 2024	1.5% from 6 Jun 24	1% + \$1500 from 5 Dec 24	1% from 5 Jun 25	1% + \$1000 from 4 Dec 25	
SLC1	\$137,133	\$139,190	\$142,082	\$143,503	\$145,938	
SLC2	\$140,164	\$142,266	\$145,189	\$146,641	\$149,107	
SLB1	\$159,091	\$161,477	\$164,592	\$166,238	\$168,900	
SLB2	\$163,131	\$165,578	\$168,734	\$170,421	\$173,125	
	27 January 2024	1.5% from 6 Jun 24	1% + \$1500 from 5 Dec 24	2% from 27 Jan 2025	1% from 5 Jun 25	1% + \$1000 from 4 Dec 25
SLA1	\$181,241	\$183,960	\$187,299	\$191,045	\$192,956	\$195,885
SLA2	\$194,962	\$197,886	\$201,365	\$205,393	\$207,447	\$210,521
SLA3	\$208,684	\$211,814	\$215,432	\$219,741	\$221,938	\$225,158
<i>Source: ACT Public Sector Education Directorate (Teaching Staff) Enterprise Agreement 2023-26</i>						

Tasmania - Principals					
Expiry: 19/9/2021		2019	01-Mar-20	01-Mar-21	22-Mar-22
Band 3			2.10%	2.10%	2.35%
Assistant Principal			\$120,103	\$122,625	\$125,507
Principal					
Level 1		\$124,689	\$127,307	\$130,299	\$133,361
Level 2		\$132,932	\$135,724	\$138,913	\$142,178
Level 3	By enrolment numbers	\$141,169	\$144,134	\$147,521	\$150,987
Level 4		\$149,413	\$152,551	\$156,136	\$159,805
Level 5		\$157,656	\$160,967	\$164,749	\$168,621
Level 6		\$165,899	\$169,383	\$173,363	\$177,437
<i>Source: Teachers Agreement 2019 (No 2); Teaching Service (Tasmanian Public Sector) Award 2020</i>					

Queensland - Principals		
For rates pre-1.7.24, see Sch 1 of EA here.		
		From 1.7.24
Stream 2 Heads of Programs		
Stream 2 - Level 1 Heads of Program		
Step 1	Paypoint 11	-
Step 2	Paypoint 12	\$121,088
Step 3	Paypoint 13	\$143,582
Stream 2 - Level 2 Heads of Program		
Step 1	Paypoint 21	-
Step 2	Paypoint 22	\$148,205
Step 3	Paypoint 23	\$150,827
Stream 3 - School Leaders		
Deputy Principals		
Step 1	Paypoint 11	-
Step 2	Paypoint 12	\$157,034
Step 3	Paypoint 13	\$159,810
Level 1		
Step 1	Paypoint 11	-
Step 2	Paypoint 12	\$142,500
Step 3	Paypoint 13	\$145,020
Level 2		
Step 1	Paypoint 21	-
Step 2	Paypoint 22	\$150,334
Step 3	Paypoint 23	\$152,995
Level 3		
Step 1	Paypoint 30	-
Step 2	Paypoint 31	\$158,605
Step 3	Paypoint 32	\$161,407
Level 4		
Step 1	Paypoint 41	-
Step 2	Paypoint 42	\$167,326
Step 3	Paypoint 43	\$170,287
Level 5		
Step 1	Paypoint 51	-
Step 2	Paypoint 52	\$176,531
Step 3	Paypoint 53	\$179,651
Level 6		
Step 1	Paypoint 61	-
Step 2	Paypoint 62	\$186,241
Step 3	Paypoint 63	\$189,534
Level 7		
Step 1	Paypoint 71	-
Step 2	Paypoint 72	\$196,484
Step 3	Paypoint 73	\$199,956
Level 8		
Step 1	Paypoint 81	\$207,225
Step 2	Paypoint 82	\$210,953
Level 9		
Step 1	Paypoint 91	\$218,623
Step 2	Paypoint 92	\$222,557
Level 10		
Step 1	Paypoint 101	\$230,645
Step 2	Paypoint 102	\$235,508
<i>Source: Department of Education State School Teachers' Certified Agreement 2022</i>		

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Victoria - Principals													
Expiry:31/12/2025		01-Apr-17	01-Apr-18	01-Oct-18	01-Apr-19	01-Oct-19	01-Jul-22	01-Jan-23	01-Jul-23	01-Jan-24	01-Jul-24	01-Jan-25	01-Jul-25
		3.25%	1.50%	1.75%	1.50%	1.75%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Principals*		4%	2%	2%	2%	2%							
Range 2	2-1	\$130,520	\$133,130	\$135,793	\$138,509	\$141,279	\$147,274	\$148,747	\$150,234	\$151,737	\$153,254	\$154,786	\$156,334
	2-2	\$133,391	\$136,059	\$138,780	\$141,556	\$144,387	\$150,514	\$152,019	\$153,539	\$155,075	\$156,625	\$158,192	\$159,774
	2-3	\$136,326	\$139,053	\$141,834	\$144,671	\$147,564	\$153,826	\$155,364	\$156,918	\$158,487	\$160,072	\$161,673	\$163,289
	2-4	\$141,648	\$144,481	\$147,371	\$150,318	\$153,324	\$159,831	\$161,429	\$163,044	\$164,674	\$166,321	\$167,984	\$169,664
Range 3	3-1	\$144,764	\$147,659	\$150,612	\$153,625	\$156,697	\$163,347	\$164,980	\$166,630	\$168,297	\$169,980	\$171,679	\$173,396
	3-2	\$147,949	\$150,908	\$153,927	\$157,005	\$160,145	\$166,941	\$168,610	\$170,297	\$171,999	\$173,719	\$175,457	\$177,211
	3-3	\$151,204	\$154,228	\$157,312	\$160,458	\$163,668	\$170,613	\$172,319	\$174,042	\$175,783	\$177,541	\$179,316	\$181,109
	3-4	\$154,128	\$157,211	\$160,355	\$163,562	\$166,833	\$173,912	\$175,651	\$177,408	\$179,182	\$180,974	\$182,783	\$184,611
Range 4	4-1	\$157,518	\$160,669	\$163,882	\$167,160	\$170,503	\$177,738	\$179,515	\$181,311	\$183,124	\$184,955	\$186,804	\$188,672
	4-2	\$160,985	\$164,204	\$167,489	\$170,838	\$174,255	\$181,649	\$183,465	\$185,300	\$187,153	\$189,025	\$190,915	\$192,824
	4-3	\$164,526	\$167,816	\$171,173	\$174,596	\$178,088	\$185,645	\$187,501	\$189,376	\$191,270	\$193,183	\$195,115	\$197,066
	4-4	\$168,145	\$171,508	\$174,938	\$178,437	\$182,006	\$189,729	\$191,626	\$193,543	\$195,478	\$197,433	\$199,407	\$201,401
Range 5	5-1	\$173,472	\$176,941	\$180,480	\$184,090	\$187,772	\$195,740	\$197,697	\$199,674	\$201,671	\$203,688	\$205,725	\$207,782
	5-2	\$176,941	\$180,480	\$184,090	\$187,772	\$191,527	\$199,654	\$201,651	\$203,667	\$205,704	\$207,761	\$209,838	\$211,937
	5-3	\$180,481	\$184,090	\$187,772	\$191,527	\$195,358	\$203,647	\$205,683	\$207,740	\$209,818	\$211,916	\$214,035	\$216,175
	5-4	\$184,089	\$187,771	\$191,527	\$195,357	\$199,264	\$207,720	\$209,797	\$211,895	\$214,014	\$216,154	\$218,316	\$220,499
Range 6	6-1	\$187,772	\$191,527	\$195,358	\$199,265	\$203,250	\$211,875	\$213,994	\$216,134	\$218,295	\$220,478	\$222,683	\$224,910
	6-2	\$191,527	\$195,358	\$199,265	\$203,250	\$207,315	\$216,113	\$218,274	\$220,457	\$222,661	\$224,888	\$227,137	\$229,408
	6-3	\$195,358	\$199,265	\$203,250	\$207,315	\$211,462	\$220,435	\$222,639	\$224,866	\$227,114	\$229,386	\$231,679	\$233,996
	6-4	\$199,265	\$203,250	\$207,315	\$211,462	\$215,691	\$224,844	\$227,092	\$229,363	\$231,657	\$233,974	\$236,313	\$238,676
Liaison Principals*													
Range 1	1-1	\$118,230	\$120,595	\$123,007	\$125,467	\$127,976	\$128,447	\$129,731	\$131,029	\$132,339	\$133,662	\$134,999	\$136,349
	1-2	\$121,659	\$124,092	\$126,574	\$129,106	\$131,688	\$130,739	\$132,046	\$133,367	\$134,701	\$136,048	\$137,408	\$138,782
	1-3	\$125,187	\$127,691	\$130,244	\$132,849	\$135,506	\$134,530	\$135,875	\$137,234	\$138,606	\$139,992	\$141,392	\$142,806
	1-4	\$129,168	\$131,751	\$134,386	\$137,074	\$139,816	\$138,808	\$140,196	\$141,598	\$143,014	\$144,444	\$145,889	\$147,347
Range 2	2-1	\$130,520	\$133,130	\$135,793	\$138,509	\$141,279	\$147,274	\$148,747	\$150,234	\$151,737	\$153,254	\$154,786	\$156,334
	2-2	\$133,391	\$136,059	\$138,780	\$141,556	\$144,387	\$150,514	\$152,019	\$153,539	\$155,075	\$156,625	\$158,192	\$159,774
	2-3	\$136,326	\$139,053	\$141,834	\$144,671	\$147,564	\$153,826	\$155,364	\$156,918	\$158,487	\$160,072	\$161,673	\$163,289
	2-4	\$141,648	\$144,481	\$147,371	\$150,318	\$153,324	\$159,831	\$161,429	\$163,044	\$164,674	\$166,321	\$167,984	\$169,664
Range 3	3-1	\$144,764	\$147,659	\$150,612	\$153,625	\$156,697	\$163,347	\$164,980	\$166,630	\$168,297	\$169,980	\$171,679	\$173,396
	3-2	\$147,949	\$150,908	\$153,927	\$157,005	\$160,145	\$166,941	\$168,610	\$170,297	\$171,999	\$173,719	\$175,457	\$177,211
	3-3	\$151,204	\$154,228	\$157,312	\$160,458	\$163,668	\$170,613	\$172,319	\$174,042	\$175,783	\$177,541	\$179,316	\$181,109
	3-4	\$154,128	\$157,211	\$160,355	\$163,562	\$166,833	\$173,912	\$175,651	\$177,408	\$179,182	\$180,974	\$182,783	\$184,611
Range 4	4-1	\$157,518	\$160,669	\$163,882	\$167,160	\$170,503	\$177,738	\$179,515	\$181,311	\$183,124	\$184,955	\$186,804	\$188,672
	4-2	\$160,985	\$164,204	\$167,489	\$170,838	\$174,255	\$181,649	\$183,465	\$185,300	\$187,153	\$189,025	\$190,915	\$192,824
	4-3	\$164,526	\$167,816	\$171,173	\$174,596	\$178,088	\$185,645	\$187,501	\$189,376	\$191,270	\$193,183	\$195,115	\$197,066
	4-4	\$168,145	\$171,508	\$174,938	\$178,437	\$182,006	\$189,729	\$191,626	\$193,543	\$195,478	\$197,433	\$199,407	\$201,401
Range 5	5-1	\$173,472	\$176,941	\$180,480	\$184,090	\$187,772	\$195,740	\$197,697	\$199,674	\$201,671	\$203,688	\$205,725	\$207,782
	5-2	\$176,941	\$180,480	\$184,090	\$187,772	\$191,527	\$199,654	\$201,651	\$203,667	\$205,704	\$207,761	\$209,838	\$211,937
	5-3	\$180,481	\$184,090	\$187,772	\$191,527	\$195,358	\$203,647	\$205,683	\$207,740	\$209,818	\$211,916	\$214,035	\$216,175
	5-4	\$184,089	\$187,771	\$191,527	\$195,357	\$199,264	\$207,720	\$209,797	\$211,895	\$214,014	\$216,154	\$218,316	\$220,499
Range 6	6-1	\$187,772	\$191,527	\$195,358	\$199,265	\$203,250	\$211,875	\$213,994	\$216,134	\$218,295	\$220,478	\$222,683	\$224,910
	6-2	\$191,527	\$195,358	\$199,265	\$203,250	\$207,315	\$216,113	\$218,274	\$220,457	\$222,661	\$224,888	\$227,137	\$229,408
	6-3	\$195,358	\$199,265	\$203,250	\$207,315	\$211,462	\$220,435	\$222,639	\$224,866	\$227,114	\$229,386	\$231,679	\$233,996
	6-4	\$199,265	\$203,250	\$207,315	\$211,462	\$215,691	\$224,844	\$227,092	\$229,363	\$231,657	\$233,974	\$236,313	\$238,676
Expiry:31/12/2025		01-Apr-17	01-Apr-18	01-Oct-18	01-Apr-19	01-Oct-19	01-Jul-22	01-Jan-23	01-Jul-23	01-Jan-24	01-Jul-24	01-Jan-25	01-Jul-25
		3.25%	1.50%	1.75%	1.50%	1.75%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%	1.00%
Assistant Principals*													
Range 1	1-1	\$118,230	\$120,595	\$123,007	\$125,467	\$127,976	\$128,139	\$129,420	\$130,714	\$132,021	\$133,342	\$134,675	\$136,022
	1-2	\$121,659	\$124,092	\$126,574	\$129,106	\$131,688	\$130,739	\$132,046	\$133,367	\$134,701	\$136,048	\$137,408	\$138,782
	1-3	\$125,187	\$127,691	\$130,244	\$132,849	\$135,506	\$134,530	\$135,875	\$137,234	\$138,606	\$139,992	\$141,392	\$142,806
	1-4	\$129,168	\$131,751	\$134,386	\$137,074	\$139,816	\$138,808	\$140,196	\$141,598	\$143,014	\$144,444	\$145,889	\$147,347
Range 2	2-1	\$130,520	\$133,130	\$135,793	\$138,509	\$141,279	\$140,261	\$141,664	\$143,080	\$144,511	\$145,956	\$147,416	\$148,890
	2-2	\$133,391	\$136,059	\$138,780	\$141,556	\$144,387	\$143,346	\$144,779	\$146,227	\$147,690	\$149,166	\$150,658	\$152,165
	2-3	\$136,326	\$139,053	\$141,834	\$144,671	\$147,564	\$146,501	\$147,966	\$149,446	\$150,940	\$152,450	\$153,974	\$155,514
	2-4	\$141,648	\$144,481	\$147,371	\$150,318	\$153,324	\$152,220	\$153,742	\$155,280	\$156,832	\$158,401	\$159,985	\$161,585
Range 3	3-1	\$144,764	\$147,659	\$150,612	\$153,625	\$156,697	\$155,568	\$157,124	\$158,695	\$160,282	\$161,885	\$163,504	\$165,139
	3-2	\$147,949	\$150,908	\$153,927	\$157,005	\$160,145	\$158,991	\$160,581	\$162,187	\$163,809	\$165,447	\$167,101	\$168,772
	3-3	\$151,204	\$154,228	\$157,312	\$160,458	\$163,668	\$162,488	\$164,113	\$165,754	\$167,412	\$169,086	\$170,777	\$172,484
	3-4	\$154,128	\$157,211	\$160,355	\$163,562	\$166,833	\$165,631	\$167,287	\$168,960	\$170,650	\$172,356	\$174,080	\$175,821
Range 4	4-1	\$157,518	\$160,669	\$163,882	\$167,160	\$170,503	\$169,274	\$170,967	\$172,676	\$174,403	\$176,147	\$177,909	\$179,688
	4-2	\$160,985	\$164,204	\$167,489	\$170,838	\$174,255	\$172,999	\$174,729	\$176,476	\$178,241	\$180,023	\$181,824	\$183,642
	4-3	\$164,526	\$167,816	\$171,173	\$174,596	\$178,088	\$176,805	\$178,573	\$180,359	\$182,162	\$183,984	\$185,824	\$187,682
	4-4	\$168,145	\$171,508	\$174,938	\$178,437	\$182,006	\$180,694	\$182,501	\$184,326	\$186,169	\$188,031	\$189,911	\$191,810
Executive Class		The terms and conditions are set by a contract of employment.											
		* The rates for Victorian Principals are a total remuneration, inclusive of superannuation											
		Source: Victorian Government Schools Agreement 2022											