

AEU Principal and Promotional Positions Salary/Remuneration Rates revised September 2018

NSW Principals				
Expiry: 31/12/2016		01-Jan-18	01-Jan-19	
		[2.5%]	[2.5%]	
Old Structure		New Structure*		
Primary	Enrolment			
Principal (PP6)	<25	\$115,429	\$118,315	
Principal (PP5)	26-159	\$134,771	\$138,140	
Principal (PP4)	160-300	\$137,851	\$141,297	
Principal (PP3)	301-450	\$142,635	\$146,201	
Principal (PP2)	451-700	\$148,659	\$152,375	
Principal (PP1)	>700	\$161,209	\$165,239	
Senior Assistant in Schools		\$102,908	\$105,481	
Assistant Principal		\$115,429	\$118,315	
Deputy Principal		\$134,771	\$138,140	
Central	Enrolment			
Principal (PC4)	26-159	\$139,197	\$142,677	
Principal (PC3)	160-300	\$144,033	\$147,634	
Principal (PC2)	301-450	\$150,112	\$153,865	
Principal (PC1)	>450	\$162,786	\$166,856	
High	Enrolment			
Principal (PH1)	>900	\$172,386	\$176,696	
Principal (PH2)	<900	\$165,164	\$169,293	
Deputy Principal		\$134,771	\$138,140	
Head Teacher		\$115,429	\$118,315	
Exec Prin, Connected Communities		\$190,491	\$195,253	

Teaching Principal 1 (TP1) \$115,429 \$118,315
or Associate Principal 1

Teaching Principal 2 (TP2) \$134,771 \$138,140
or Associate Principal 2

Principal 1 (P1) \$138,469 \$141,931
Base Level

Principal 2 (P2) \$149,039 \$152,765
Base Level +

Principal 3 (P3) \$165,164 \$169,293
Complexity Level Loading

Principal 4 (P4) \$172,386 \$176,696
Base Level +

Principal 5 (P5) \$177,670 \$182,112
Complexity Level Loading

Source : Crown Employees (Teachers in Schools & Related Employees) Salaries & Conditions Award 2014
**Complex school classification and translation/transition arrangements apply.*

Qld Principals		
Expiry: 30/6/2019		01-Jul-18
Stream 2 Heads of Programs [2.5%]		
Stream 2 - Level 1 Heads of Curriculum		
Step 1	Paypoint 11	\$106,431
Step 2	Paypoint 12	\$109,194
Step 3	Paypoint 13	\$111,540
Stream 2 - Level 2 HODs, HOSES 2, GOs		
Step 1	Paypoint 21	\$111,540
Step 2	Paypoint 22	\$114,430
Step 3	Paypoint 23	\$117,167
Stream 2 - Level 3 HOSES 3, Sen Guidance Officers		
Step 1	Paypoint 31	\$116,898
Step 2	Paypoint 32	\$119,912
Step 3	Paypoint 33	\$123,076
Stream 2 - Level 4 Heads of Spec Ed Svces (HOSES)		
Step 1	Paypoint 41	\$122,975
Step 2	Paypoint 42	\$125,967
Step 3	Paypoint 43	\$129,126
Stream 3 School Leaders		
SL1 Principal		
Step 1	Paypoint 11	\$112,656
Step 2	Paypoint 12	\$115,570
Step 3	Paypoint 13	\$118,338
DSL1 / SL2 Prins & Dep Prins Small Primary (450-)		
Step 1	Paypoint 21	\$118,072
Step 2	Paypoint 22	\$121,109
Step 3	Paypoint 23	\$124,305
DSL2 Deputy Prins Large Primary (450+)		
Step 0	Paypoint 30	\$121,156
Step 1	Paypoint 31	\$124,201
Step 2	Paypoint 32	\$127,227
DSL3 / SL3 Prins/Deputy Prins Secondary Schools		
Step 1	Paypoint 31	\$124,201
Step 2	Paypoint 32	\$127,227
Step 3	Paypoint 33	\$130,410
SL4 Principals		
Step 1	Paypoint 41	\$130,702
Step 2	Paypoint 42	\$133,992
Step 3	Paypoint 43	\$137,308
SL5 Principals		
Step 1	Paypoint 51	\$138,182
Step 2	Paypoint 52	\$141,647
Step 3	Paypoint 53	\$145,064
SL6 Principals		
Step 1	Paypoint 61	\$146,296
Step 2	Paypoint 62	\$149,888
Step 3	Paypoint 63	\$153,562
SL7 Principals		
Step 1	Paypoint 71	\$154,871
Step 2	Paypoint 72	\$158,860
Step 3	Paypoint 73	\$162,677
Executive Principal		\$170,431

Source : DET State School Teachers' Certified Agreement 2016.

AEU Principal and Promotional Positions

Salary/Remuneration Rates

revised September 2018

Vic Principals						
Expiry: 30/04/2021	01-Apr-18	01-Oct-18	01-Apr-19	01-Oct-19	01-Apr-20	01-Oct-20
Teacher Range (Lead Teacher & Learning Specialist)	[1.5%]	[1.75%]	[1.5%]	[1.75%]	[1.5%]	[1.75%]
T3.2	\$109,301	\$111,214	\$112,882	\$114,857	\$116,580	\$118,620
T3.1	\$104,195	\$106,019	\$107,609	\$109,492	\$111,134	\$113,079
	01-Apr-18	01-Oct-18	01-Apr-19	01-Oct-19	01-Apr-20	01-Oct-20
Principals*	[2%]	[2%]	[2%]	[2%]	[2%]	[2%]
Range 2						
2-1	\$133,130	\$135,793	\$138,509	\$141,279	\$144,105	\$146,987
2-2	\$136,059	\$138,780	\$141,556	\$144,387	\$147,275	\$150,220
2-3	\$139,053	\$141,834	\$144,671	\$147,564	\$150,515	\$153,526
2-4	\$144,481	\$147,371	\$150,318	\$153,324	\$156,391	\$159,519
Range 3						
3-1	\$147,659	\$150,612	\$153,625	\$156,697	\$159,831	\$163,028
3-2	\$150,908	\$153,927	\$157,005	\$160,145	\$163,348	\$166,615
3-3	\$154,228	\$157,312	\$160,458	\$163,668	\$166,941	\$170,280
3-4	\$157,211	\$160,355	\$163,562	\$166,833	\$170,170	\$173,573
Range 4						
4-1	\$160,669	\$163,882	\$167,160	\$170,503	\$173,913	\$177,391
4-2	\$164,204	\$167,489	\$170,838	\$174,255	\$177,740	\$181,295
4-3	\$167,816	\$171,173	\$174,596	\$178,088	\$181,650	\$185,283
4-4	\$171,508	\$174,938	\$178,437	\$182,006	\$185,646	\$189,359
Range 5						
5-1	\$176,941	\$180,480	\$184,090	\$187,772	\$191,527	\$195,358
5-2	\$180,480	\$184,090	\$187,772	\$191,527	\$195,358	\$199,265
5-3	\$184,090	\$187,772	\$191,527	\$195,358	\$199,265	\$203,250
5-4	\$187,771	\$191,527	\$195,357	\$199,264	\$203,250	\$207,315
Range 6						
6-1	\$191,527	\$195,358	\$199,265	\$203,250	\$207,315	\$211,462
6-2	\$195,358	\$199,265	\$203,250	\$207,315	\$211,462	\$215,691
6-3	\$199,265	\$203,250	\$207,315	\$211,462	\$215,691	\$220,005
6-4	\$203,250	\$207,315	\$211,462	\$215,691	\$220,005	\$224,405

Vic Principals (Continued)						
Expiry: 30/04/2021	01-Apr-18	01-Oct-18	01-Apr-19	01-Oct-19	01-Apr-20	01-Oct-20
Liaison Principals*						
Range 1						
1-1	\$120,595	\$123,007	\$125,467	\$127,976	\$130,536	\$133,147
1-2	\$124,092	\$126,574	\$129,106	\$131,688	\$134,322	\$137,008
1-3	\$127,691	\$130,244	\$132,849	\$135,506	\$138,216	\$140,981
1-4	\$131,751	\$134,386	\$137,074	\$139,816	\$142,612	\$145,464
Range 2						
2-1	\$133,130	\$135,793	\$138,509	\$141,279	\$144,105	\$146,987
2-2	\$136,059	\$138,780	\$141,556	\$144,387	\$147,275	\$150,220
2-3	\$139,053	\$141,834	\$144,671	\$147,564	\$150,515	\$153,526
2-4	\$144,481	\$147,371	\$150,318	\$153,324	\$156,391	\$159,519
Range 3						
3-1	\$147,659	\$150,612	\$153,625	\$156,697	\$159,831	\$163,028
3-2	\$150,908	\$153,927	\$157,005	\$160,145	\$163,348	\$166,615
3-3	\$154,228	\$157,312	\$160,458	\$163,668	\$166,941	\$170,280
3-4	\$157,211	\$160,355	\$163,562	\$166,833	\$170,170	\$173,573
Range 4						
4-1	\$160,669	\$163,882	\$167,160	\$170,503	\$173,913	\$177,391
4-2	\$164,204	\$167,489	\$170,838	\$174,255	\$177,740	\$181,295
4-3	\$167,816	\$171,173	\$174,596	\$178,088	\$181,650	\$185,283
4-4	\$171,508	\$174,938	\$178,437	\$182,006	\$185,646	\$189,359
Range 5						
5-1	\$176,941	\$180,480	\$184,090	\$187,772	\$191,527	\$195,358
5-2	\$180,480	\$184,090	\$187,772	\$191,527	\$195,358	\$199,265
5-3	\$184,090	\$187,772	\$191,527	\$195,358	\$199,265	\$203,250
5-4	\$187,771	\$191,527	\$195,357	\$199,264	\$203,250	\$207,315
Range 6						
6-1	\$191,527	\$195,358	\$199,265	\$203,250	\$207,315	\$211,462
6-2	\$195,358	\$199,265	\$203,250	\$207,315	\$211,462	\$215,691
6-3	\$199,265	\$203,250	\$207,315	\$211,462	\$215,691	\$220,005
6-4	\$203,250	\$207,315	\$211,462	\$215,691	\$220,005	\$224,405
Assistant Principals*						
Range 1						
1-1	\$120,595	\$123,007	\$125,467	\$127,976	\$130,536	\$133,147
1-2	\$124,092	\$126,574	\$129,106	\$131,688	\$134,322	\$137,008
1-3	\$127,691	\$130,244	\$132,849	\$135,506	\$138,216	\$140,981
1-4	\$131,751	\$134,386	\$137,074	\$139,816	\$142,612	\$145,464
Range 2						
2-1	\$133,130	\$135,793	\$138,509	\$141,279	\$144,105	\$146,987
2-2	\$136,059	\$138,780	\$141,556	\$144,387	\$147,275	\$150,220
2-3	\$139,053	\$141,834	\$144,671	\$147,564	\$150,515	\$153,526
2-4	\$144,481	\$147,371	\$150,318	\$153,324	\$156,391	\$159,519
Range 3						
3-1	\$147,659	\$150,612	\$153,625	\$156,697	\$159,831	\$163,028
3-2	\$150,908	\$153,927	\$157,005	\$160,145	\$163,348	\$166,615
3-3	\$154,228	\$157,312	\$160,458	\$163,668	\$166,941	\$170,280
3-4	\$157,211	\$160,355	\$163,562	\$166,833	\$170,170	\$173,573
Range 4						
4-1	\$160,669	\$163,882	\$167,160	\$170,503	\$173,913	\$177,391
4-2	\$164,204	\$167,489	\$170,838	\$174,255	\$177,740	\$181,295
4-3	\$167,816	\$171,173	\$174,596	\$178,088	\$181,650	\$185,283
4-4	\$171,508	\$174,938	\$178,437	\$182,006	\$185,646	\$189,359
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 2017						

AEU Principal and Promotional Positions Salary/Remuneration Rates revised September 2018

SA Principals	
Expiry: 30/06/2018	01-Oct-17
Promotional Classifications [2.5%]	
Band B-0	\$102,938
Band B-1	\$107,224
Band B-2	\$109,739
Band B-3	\$116,945
Band B-4	\$124,155
Band B-5	\$131,364
Band B-6	\$138,578
Deputy Principals/Principals	
Band A-1	\$109,739
Band A-2	\$116,945
Band A-3	\$124,155
Band A-4	\$131,364
Band A-5	\$138,578
Band A-6	\$145,783
Band A-7	\$152,994
Band A-8	\$160,202
Band A-9	\$166,667
 <i>Source: SA School and Preschool Education Staff Enterprise Agreement 2016</i>	

Tas Principals	
Expiry: 30/06/2018	12-Jul-18
Old or Continuing Structure	
Band 3	
Assistant Principal	
Principal	
Band 3	Enrolment
Level 1	<101
Level 2	101-200
Level 3	Asst. Prin.
Level 4	201-300
Level 5	301-450
Level 6	451-799
Level 7	>800
Level 8	>1,000
 New Structure Weighted Enrolment	
Principal	
Level 1	Less than 200
Level 2	210-350
Level 3	360-500
Level 4	510-750
Level 5	760-990
Level 6	1000 and above
 <i>Source: Teachers Agreement 2017</i>	

NT Principals	
Expiry: 11/10/2017	11-Oct-16
Senior Teacher [3%]	
ST1	\$110,726
ST2	\$115,111
ST3	\$122,345
ST4	\$125,808
ST5	\$134,504
ST6	\$138,755
ST7	\$143,670
ST8	\$150,066
Non -Contract Principals	
TP1	\$110,726
TP2	\$115,111
PL1	\$122,345
Senior College Administrator	
SCA2	\$115,111
SCA5	\$134,504
 Note: There are also Principals (& Teachers) on Executive Contracts with a Total Remuneration Package in the range approx \$179,000 - \$205,000.	
 <i>Source: NT Public Sector Teacher & Educator Enterprise Agreement 2014-2017</i>	

WA Principals		
Expiry: 5/12/2019	06-Dec-17	06-Dec-18
	[\$1,000]	[\$1,000]
Level 3		
Primary Principal, Heads of Dept, Heads of Learning Area & Program Coordinators		
Level 3.1	\$115,626	\$116,626
Level 3.2	\$120,257	\$121,257
Level 3.3	\$123,489	\$124,489
Level 3.4	\$126,810	\$127,810
Level 4		
Primary Principal		
Level 4.1	\$130,513	\$131,513
Level 4.2	\$133,899	\$134,899
Level 4.3	\$137,289	\$138,289
Level 4.4	\$138,996	\$139,996
Level 5		
Primary Principal		
District High School Principal		
Level 5.1	\$142,125	\$143,125
*Level 5.1A	\$143,778	\$144,778
Level 5.2	\$146,768	\$147,768
Level 5.3	\$151,422	\$152,422
Level 5.4	\$153,128	\$154,128
Level 6		
High and Senior High School Principal		
Primary Principal		
Level 6.1	\$159,188	\$160,188
Level 6.2	\$164,291	\$185,291
Level 6.3	\$168,485	\$169,485
Level 6.4	\$170,192	\$171,192
 * Deputy Principals of High and Senior High Schools with an enrolment of greater than 600 students may progress to Level 5.1A		
 Principal & Deputy Principal levels are largely determined by a school's student enrolment numbers.		
 <i>Source: The School Education Act Employees' (Teachers and Administrators) General Agreement 2017</i>		

ACT Principals	
Expiry: 30/9/2018	01-Apr-18
	[1.5%]
School Leader C	\$117,515
School Leader B	\$136,828
School Leader A	
(Principals of Cat 2 - 5 schools and Managers)	
School Category	
4	\$150,276
4+	\$156,308
4++	\$162,341
5	\$162,341
5+	\$168,375
5++	\$174,409
5+++	\$180,442
School Network Leader	\$188,425
Complexity Advancement +	\$6,526
 The "Complexity Advancement" provision allows for salaries of some principals to be increased by multiples of the specified amount based on additional management responsibilities associated with some schools.	
 The rates also include annualisation of annual leave loading.	
 <i>Source: ACT Public Service Education & Training Directorate (Teaching Staff) Enterprise Agreement 2014-2018</i>	