

Principals' Salaries

Revised November 2020

Victoria - Principals			
Expiry: 30/04/2021		01-Apr-20	01-Oct-20
Principals*		2%	2%
Range 2	2-1	\$144,105	\$146,987
	2-2	\$147,275	\$150,220
	2-3	\$150,515	\$153,526
	2-4	\$156,391	\$159,519
Range 3	3-1	\$159,831	\$163,028
	3-2	\$163,348	\$166,615
	3-3	\$166,941	\$170,280
	3-4	\$170,170	\$173,573
Range 4	4-1	\$173,913	\$177,391
	4-2	\$177,740	\$181,295
	4-3	\$181,650	\$185,283
	4-4	\$185,646	\$189,359
Range 5	5-1	\$191,527	\$195,358
	5-2	\$195,358	\$199,265
	5-3	\$199,265	\$203,250
	5-4	\$203,250	\$207,315
Range 6	6-1	\$207,315	\$211,462
	6-2	\$211,462	\$215,691
	6-3	\$215,691	\$220,005
	6-4	\$220,005	\$224,405
Liaison Principals*			
Range 1	1-1	\$130,536	\$133,147
	1-2	\$134,322	\$137,008
	1-3	\$138,216	\$140,981
	1-4	\$142,612	\$145,464
Range 2	2-1	\$144,105	\$146,987
	2-2	\$147,275	\$150,220
	2-3	\$150,515	\$153,526
	2-4	\$156,391	\$159,519
Range 3	3-1	\$159,831	\$163,028
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	5-3	\$199,265	\$203,250
	5-4	\$203,250	\$207,315
Range 6	6-1	\$207,315	\$211,462
	6-2	\$211,462	\$215,691
	6-3	\$215,691	\$220,005
	6-4	\$220,005	\$224,405

Victoria - Principals (Cont'd)			
Expiry: 30/04/2021		01-Apr-20	01-Oct-20
Assistant Principals*			
Range 1	1-1	\$130,536	\$133,147
	1-2	\$134,322	\$137,008
	1-3	\$138,216	\$140,981
	1-4	\$142,612	\$145,464
Range 2	2-1	\$144,105	\$146,987
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	4-3	\$181,650	\$185,283
	4-4	\$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			

Northern Territory - Principals		
Expiry: 11/10/2021		
	11-Oct-19	11-Oct-20
Senior Teacher	2.5%	2.5%
ST1	\$119,240	\$122,221
ST2	\$123,962	\$127,061
ST3	\$131,752	\$135,046
ST4	\$135,481	\$138,868
ST5	\$144,846	\$148,467
ST6	\$149,423	\$153,158
ST7	\$154,717	\$158,585
ST8	\$161,606	\$165,646
Non-Contract Principals		
TP1	\$119,240	\$122,221
TP2	\$123,962	\$127,061
PL1	\$131,752	\$135,046
Executive Contracts Principals		
<i>Total remuneration package as of 2019 (per Determination 5 of 2019)*</i>		
Level	2019	
ECPL2	\$192,399	\$202,594
ECPL3	\$203,899	\$214,235
ECPL4	\$215,529	\$225,996
ECPL5	\$227,285	\$238,529
*Contact NT Branch for further information.		
<i>Source: Northern Territory Public Sector Teachers and Assistant Teachers' 2017-2021 Enterprise Agreement</i>		

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South Australia - Principals

Expiry: 23/03/23	01-May-20	01-May-21	01-May-22
Promotional Classifications			
Band A - Principals/Preschool Directors	3.35%	3.35%	3.35%
Band A-1	\$117,246	\$121,174	\$125,233
Band A-2	\$124,945	\$129,131	\$133,457
Band A-3	\$132,649	\$137,093	\$141,686
Band A-4	\$140,350	\$145,052	\$149,911
Band A-5	\$148,058	\$153,018	\$158,144
Band A-6	\$155,756	\$160,974	\$166,367
Band A-7	\$163,459	\$168,935	\$174,594
Band A-8	\$171,161	\$176,895	\$182,821
Band A-9	\$178,068	\$184,033	\$190,198
Band B - DPs/Senr Ldrs/Coords	2.35%	2.35%	2.35%
Band B-0	\$107,847	\$110,381	\$112,975
Band B-1	\$112,338	\$114,978	\$117,680
Band B-2	\$114,972	\$117,674	\$120,439
Band B-3	\$122,522	\$125,401	\$128,348
Band B-4	\$130,076	\$133,133	\$136,262
Band B-5	\$137,629	\$140,863	\$144,172
Band B-6	\$145,187	\$148,599	\$152,091
Source: SA School and Preschool Education Staff Enterprise Agreement 2020			

Australian Capital Territory - Principals

Expiry: 30/9/22	09-Jul-20	08-Jul-21	07-Jul-22
	3.0%	3.0%	1.5%
School Leader C	\$126,542	\$130,338	\$132,293
School Leader B	\$147,338	\$151,758	\$154,035
School Leader A			
Principal Band Level 1	\$168,315	\$173,364	\$175,965
Principal Band Level 2	\$181,308	\$186,748	\$189,549
Principal Band Level 3	\$194,303	\$200,133	\$203,135
Source: ACT Public Sector Education Directorate (Teaching Staff) Enterprise Agreement 2018-2022			

Tasmania - Principals

Expiry: 19/9/2021	01-Mar-20	01-Mar-21
Band 3	2.10%	2.10%
Assistant Principal	\$120,103	\$122,625
Principal		
Level 1	\$127,307	\$129,981
Level 2	\$135,724	\$138,574
Level 3	\$144,134	\$147,160
Level 4	\$152,551	\$155,754
Level 5	\$160,967	\$164,347
Level 6	\$169,383	\$172,940
Source: Teachers Agreement 2019 (No 2); Teaching Service (Tasmanian Public Sector) Award 2020		

New South Wales - Principals

Expiry: 31/12/2021	01-Jan-20	01-Jan-21	01-Jan-20	01-Jan-21
	2.50%	2.28%		2.28%
Old Structure		New Structure*		
Primary	Enrolment		Teaching Principal 1 (TP1)	\$121,273 \$124,038
Principal (PP6)	<25	\$121,273	or Associate Principal 1	
Principal (PP5)	26-159	\$141,594	Teaching Principal 2 (TP2)	\$141,594 \$144,822
Principal (PP4)	160-300	\$144,829	or Associate Principal 2	
Principal (PP3)	301-450	\$149,856	Principal 1 (P1)	\$145,479 \$148,796
Principal (PP2)	451-700	\$156,184	Base Level + Complexity Loading **	
Principal (PP1)	>700	\$169,370	Principal 2 (P2)	\$156,584 \$160,154
Senior Assistant in Schools		\$108,118	Base Level + Complexity Loading	
Assistant Principal		\$121,273	Principal 3 (P3)	\$173,525 \$177,481
Central	Enrolment		Base Level + Complexity Loading	
Principal (PC4)	26-159	\$146,244	Principal 4 (P4)	\$181,113 \$185,242
Principal (PC3)	160-300	\$151,325	Base Level + Complexity Loading	
Principal (PC2)	301-450	\$157,712	Principal 5 (P5)	\$186,665 \$190,921
Principal (PC1)	>450	\$171,027	Base Level + Complexity Loading	
High	Enrolment			
Principal (PH1)	<900	\$181,113		
Principal (PH2)	>900	\$173,525		
Deputy Principal		\$141,594		
Head Teacher		\$121,273		
Allowance to Exec Principal, Connected				
Communitis (no annual % increase)		\$50,000		
Source: Crown Employees (Teachers In Schools And Related Employees) Salaries And Conditions Award 2020				
*Complex school classification and translation/transition arrangements apply.				
** Complexity loading increases by level and by annual % increase				

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Western Australia - Principals			
Expiry: 5/12/2021	06-Dec-19	06-Dec-20	
Annual increase	\$1,000	\$1,000	
Level 3			
Primary Principal, Heads of Dept, Heads of Learning Area & Program Coordinators			
Level 3.1	\$117,626	\$118,626	
Level 3.2	\$122,257	\$123,257	
Level 3.3	\$125,489	\$126,489	
Level 3.4	\$128,810	\$129,810	
Level 4			
Primary Principal			
Level 4.1	\$132,513	\$133,513	
Level 4.2	\$135,899	\$136,899	
Level 4.3	\$139,289	\$140,289	
Level 4.4	\$140,996	\$141,996	
Level 5			
Primary Principal			
District High School Principal			
Level 5.1	\$144,125	\$145,125	
Level 5.1A*	\$145,778	\$146,778	
Level 5.2	\$148,768	\$149,768	
Level 5.3	\$153,422	\$154,422	
Level 5.4	\$155,128	\$156,128	
Level 6			
High and Senior High School Principal			
Primary Principal			
Level 6.1	\$161,188	\$162,188	
Level 6.2	\$166,291	\$167,291	
Level 6.3	\$170,485	\$171,485	
Level 6.4	\$172,192	\$173,192	
* 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: School Education Act Employees' (Teachers and Administrators) General Agreement 2019</i>			

Queensland - Principals					
Expiry: 30/6/2022	01-Jul-19	01-Jul-21	01-Jan-22		
Stream 2 Heads of Programs	2.50%	2.50%	2.50%		
Stream 2 - Level 1 Heads of Program [See note 1 re % increases]					
Step 1	Paypoint 11	\$114,886	\$118,045	-	
Step 2	Paypoint 12	\$117,863	\$121,104	\$126,644	
Step 3	Paypoint 13	\$120,682	\$124,001	\$128,884	
Stream 2 - Level 2 Heads of Program					
Step 1	Paypoint 21	\$120,405	\$123,716	-	
Step 2	Paypoint 22	\$123,509	\$126,905	\$133,031	
Step 3	Paypoint 23	\$126,769	\$130,255	\$135,384	
Stream 3 - School Leaders					
Deputy Principals					
Step 1	Paypoint 11	\$127,927	\$131,445	-	
Step 2	Paypoint 12	\$131,044	\$134,648	\$140,958	
Step 3	Paypoint 13	\$134,322	\$138,016	\$143,451	
Level 1					
Step 1	Paypoint 11	\$116,036	\$119,227	-	
Step 2	Paypoint 12	\$119,037	\$122,311	\$127,910	
Step 3	Paypoint 13	\$121,975	\$125,329	\$130,172	
Level 2					
Step 1	Paypoint 21	\$121,615	\$124,959	-	
Step 2	Paypoint 22	\$124,742	\$128,172	\$134,945	
Step 3	Paypoint 23	\$128,034	\$131,555	\$137,332	
Level 3					
Step 1	Paypoint 30	\$127,927	\$131,445	-	
Step 2	Paypoint 31	\$131,044	\$134,648	\$142,367	
Step 3	Paypoint 32	\$134,322	\$138,016	\$144,885	
Level 4					
Step 1	Paypoint 41	\$134,623	\$138,325	-	
Step 2	Paypoint 42	\$138,012	\$141,807	\$150,197	
Step 3	Paypoint 43	\$141,427	\$145,316	\$152,854	
Level 5					
Step 1	Paypoint 51	\$142,327	\$146,241	-	
Step 2	Paypoint 52	\$145,896	\$149,908	\$158,458	
Step 3	Paypoint 53	\$149,416	\$153,525	\$161,261	
Level 6					
Step 1	Paypoint 61	\$150,685	\$154,829	-	
Step 2	Paypoint 62	\$154,385	\$158,631	\$167,174	
Step 3	Paypoint 63	\$158,168	\$162,518	\$170,130	
Level 7					
Step 1	Paypoint 71	\$159,517	\$163,904	-	
Step 2	Paypoint 72	\$163,626	\$168,126	\$176,368	
Step 3	Paypoint 73	\$167,558	\$172,166	\$179,487	
Level 8					
Step 1	Paypoint 81	\$177,048	\$181,474	\$186,011	
Step 2	Paypoint 82	\$180,235	\$184,740	\$189,359	
Level 9					
Step 1	Paypoint 91	\$186,785	\$191,455	\$196,241	
Step 2	Paypoint 92	\$190,147	\$194,901	\$199,774	
Level 10					
Step 1	Paypoint 101	\$197,059	\$201,985	\$207,035	
Step 2	Paypoint 102	\$200,606	\$205,621	\$211,398	
Note 1: Annual pay rises are 2.5%, but, due to classification reviews, actual pay rises in 2020 and 2021 vary between 2.75-4.5%					
<i>Source: Department of Education State School Teachers' Certified Agreement 2019</i>					