Australian Government Fair Work OMBUDSMAN

Pay Guide - Educational Services (Teachers) Award [MA000077]

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When do the rates in the pay guide apply from? The first full pay period starting on or after 01 July 2026.

What is in this pay guide? It's a summary of the award rates. Go to the award for information about coverage, classifications, conditions and the operation of minimum rates, allowances, penalty rates and overtime.

Where can I go for more information? Our Pay and Conditions Tool can help you work out pay rates, leave, notice and redundancy minimum entitlements based on the information you provide. Our website also provides useful templates, best practice guides, fact sheets and online courses.

Disclaimer

The Fair Work Ombudsman is committed to ensuring that information available through this pay guide including data is accurate and incorporates changes to minimum rates of pay, allowances and penalty rates in the award as soon as they come into effect.

However, we cannot guarantee or accept any liability for the accuracy, reliability, currency or completeness of the information available in this pay guide. This is because, for example, there may be a delay between when a change takes effect, and when the information available in the guide is updated.

When considering information available in the pay guide about awards you should also have regard to the terms of the relevant award, which can be found through our Awards page. If our information is inconsistent with the award, then the award applies.

If you need further assistance you can contact us. Alternatively, you may wish to get independent advice from a union, employer association or lawyer on your particular circumstances.

We encourage you to subscribe to email updates to receive alerts when pay rates and entitlements change in this pay guide.

Rates of pay

Teachers - preschools and schools

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate
Level 1	$1,455.40	$38.30
Level 2	$1,590.70	$41.86
Level 3	$1,731.70	$45.57
Level 4	$1,872.70	$49.28
Level 5	$2,013.70	$52.99

Casual

A casual employee engaged for less than five consecutive days will receive no higher than the salary at Level 3.

Classification	Full day pay rate	Half day pay rate	Up to 4 hours pay rate - working in a children's or early childhood service	Up to 2 hours pay rate - working in a children's or early childhood service
Level 1	$363.85	$181.93	$191.52	$95.76
Level 2	$397.68	$198.84	$209.32	$104.66
Level 3	$432.93	$216.46	$227.84	$113.92
Level 4	$468.18	$234.09	$246.40	$123.20
Level 5	$503.43	$251.71	$264.96	$132.48

Teachers - long day care centres

Full-time & part-time

Table 1 of 2

Classification	Weekly pay rate	Hourly pay rate	Saturday	Overtime - first 3 hours	Overtime - after 3 hours	Early morning shift
Level 1	$1,513.60	$39.83	$49.79	$59.75	$79.66	$43.81
Level 2	$1,654.40	$43.54	$54.43	$65.31	$87.08	$47.89
Level 3	$1,801.00	$47.39	$59.24	$71.09	$94.78	$52.13
Level 4	$1,947.70	$51.26	$64.08	$76.89	$102.52	$56.39
Level 5	$2,094.30	$55.11	$68.89	$82.67	$110.22	$60.62

Table 2 of 2

Classification	Afternoon shift	Night shift - rotating	Night shift - non-rotating	Working through a meal break	Less than 10 hour break between shifts
Level 1	$45.80	$46.80	$51.78	$59.75	$79.66
Level 2	$50.07	$51.16	$56.60	$65.31	$87.08
Level 3	$54.50	$55.68	$61.61	$71.09	$94.78
Level 4	$58.95	$60.23	$66.64	$76.89	$102.52
Level 5	$63.38	$64.75	$71.64	$82.67	$110.22

Casual

A casual employee engaged for less than five consecutive days will receive no higher than the salary at Level 3.

Table 1 of 3

Classification	Full day pay rate	Up to 4 hours pay rate	Up to 2 hours pay rate	Saturday - full day	Saturday	Overtime - first 3 hours
Level 1	$378.40	$199.16	$99.58	$473.00	$62.24	$74.69
Level 2	$413.60	$217.68	$108.84	$517.00	$68.03	$81.63
Level 3	$450.25	$236.96	$118.48	$562.81	$74.05	$88.86
Level 4	$486.93	$256.28	$128.14	$608.66	$80.09	$96.11
Level 5	$523.58	$275.56	$137.78	$654.48	$86.11	$103.34

Table 2 of 3

Classification	Overtime - after 3 hours	Early morning shift - full day	Early morning shift	Afternoon shift - full day	Afternoon shift	Night shift - rotating - full day
Level 1	$99.58	$416.24	$54.77	$435.16	$57.26	$444.62
Level 2	$108.84	$454.96	$59.86	$475.64	$62.58	$485.98
Level 3	$118.48	$495.28	$65.16	$517.79	$68.13	$529.04
Level 4	$128.14	$535.62	$70.48	$559.97	$73.68	$572.14
Level 5	$137.78	$575.94	$75.78	$602.12	$79.22	$615.21

Table 3 of 3

Classification	Night shift - rotating	Night shift - non-rotating - full day	Night shift - non-rotating	Working through a meal break	Less than 10 hour break between shifts
Level 1	$58.50	$491.92	$64.73	$74.69	$99.58
Level 2	$63.94	$537.68	$70.75	$81.63	$108.84
Level 3	$69.61	$585.33	$77.01	$88.86	$118.48
Level 4	$75.28	$633.01	$83.29	$96.11	$128.14
Level 5	$80.95	$680.65	$89.56	$103.34	$137.78

Allowances

Allowances	Rate
Director's allowance - level 1 - full-time	$8,733.22 per annum
Director's allowance - level 2 - full-time	$10,821.59 per annum
Director's allowance - level 3 - full-time	$13,137.79 per annum
Director's allowance - level 1 - part-time	$8,733.22 per annum on a proportionate basis to the part-time hours the employee works
Director's allowance - level 2 - part-time	$10,821.59 per annum on a proportionate basis to the part-time hours the employee works
Director's allowance - level 3 - part-time	$13,137.79 per annum on a proportionate basis to the part-time hours the employee works
Leadership allowance - level 1A	$6,075.28 per annum
Leadership allowance - level 1B	$5,315.87 per annum
Leadership allowance - level 1C	$4,784.28 per annum
Leadership allowance - level 2A	$4,176.76 per annum
Leadership allowance - level 2B	$3,607.20 per annum
Leadership allowance - level 2C	$3,037.64 per annum
Leadership allowance - level 3A	$2,088.38 per annum
Leadership allowance - level 3B	$1,784.61 per annum
Leadership allowance - level 3C	$1,215.06 per annum
Educational leader allowance - 5 days or more per week	$4,784.28 per annum
Educational leader allowance - 4 days per week	$3,827.44 per annum
Educational leader allowance - 3 days per week	$2,870.58 per annum
Educational leader allowance - 2 days per week	$1,913.72 per annum
Educational leader allowance - 1 day per week	$956.86 per annum
Vehicle allowance - motor car	$1.01 per km up to a maximum of 400 kms per week
Vehicle allowance - motorcycle	$0.34 per km up to a maximum of 400 kms per week