



Fair Work  
OMBUDSMAN

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

Published 11 March 2026

Pay rates change from 1 July each year, the rates in this guide apply from the first full pay period on or after 01 July 2024.

Information about the definition and operation of allowances, penalties and overtime can be found in the [award](#) and the [Pay and Conditions Tool](#).

The best way to get general pay and conditions advice is to register for [My account](#) on our website. Once you have registered you can ask questions and save replies, view tailored information relevant to you and save pages, pay rates and awards.

### 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	\$1,342.40	\$35.33
Level 2	\$1,467.20	\$38.61
Level 3	\$1,597.30	\$42.03
Level 4	\$1,727.40	\$45.46
Level 5	\$1,857.40	\$48.88

### 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	\$335.60	\$167.80	\$176.64	\$88.32
Level 2	\$366.80	\$183.40	\$193.04	\$96.52
Level 3	\$399.33	\$199.66	\$210.16	\$105.08
Level 4	\$431.85	\$215.93	\$227.28	\$113.64
Level 5	\$464.35	\$232.18	\$244.40	\$122.20

## 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	\$1,396.10	\$36.74	\$45.93	\$55.11	\$73.48	\$40.41
Level 2	\$1,525.90	\$40.16	\$50.20	\$60.24	\$80.32	\$44.18
Level 3	\$1,661.20	\$43.72	\$54.65	\$65.58	\$87.44	\$48.09
Level 4	\$1,796.50	\$47.28	\$59.10	\$70.92	\$94.56	\$52.01
Level 5	\$1,931.70	\$50.83	\$63.54	\$76.25	\$101.66	\$55.91

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	\$42.25	\$43.17	\$47.76	\$55.11	\$73.48
Level 2	\$46.18	\$47.19	\$52.21	\$60.24	\$80.32
Level 3	\$50.28	\$51.37	\$56.84	\$65.58	\$87.44
Level 4	\$54.37	\$55.55	\$61.46	\$70.92	\$94.56
Level 5	\$58.45	\$59.73	\$66.08	\$76.25	\$101.66

## Casual

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	\$349.03	\$183.72	\$91.86	\$436.29	\$57.41	\$68.90
Level 2	\$381.48	\$200.76	\$100.38	\$476.85	\$62.74	\$75.29
Level 3	\$415.30	\$218.56	\$109.28	\$519.13	\$68.30	\$81.96
Level 4	\$449.13	\$236.40	\$118.20	\$561.41	\$73.88	\$88.65
Level 5	\$482.93	\$254.16	\$127.08	\$603.66	\$79.43	\$95.31

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	\$91.86	\$383.93	\$50.52	\$401.38	\$52.82	\$410.11
Level 2	\$100.38	\$419.63	\$55.21	\$438.70	\$57.72	\$448.24
Level 3	\$109.28	\$456.83	\$60.10	\$477.60	\$62.84	\$487.98
Level 4	\$118.20	\$494.04	\$65.01	\$516.50	\$67.97	\$527.73
Level 5	\$127.08	\$531.22	\$69.89	\$555.37	\$73.07	\$567.44

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	\$53.97	\$453.74	\$59.71	\$68.90	\$91.86
Level 2	\$58.97	\$495.92	\$65.25	\$75.29	\$100.38
Level 3	\$64.20	\$539.89	\$71.03	\$81.96	\$109.28
Level 4	\$69.44	\$583.87	\$76.83	\$88.65	\$118.20
Level 5	\$74.66	\$627.81	\$82.60	\$95.31	\$127.08

## Allowances

Allowances	Rate
Director's allowance - level 1	\$4.06 per hour
Director's allowance - level 2	\$5.03 per hour
Director's allowance - level 3	\$6.11 per hour
Leadership allowance - level 1A	\$5,603.60 per annum
Leadership allowance - level 1B	\$4,903.15 per annum
Leadership allowance - level 1C	\$4,412.84 per annum
Leadership allowance - level 2A	\$3,852.48 per annum
Leadership allowance - level 2B	\$3,327.14 per annum
Leadership allowance - level 2C	\$2,801.80 per annum
Leadership allowance - level 3A	\$1,926.24 per annum
Leadership allowance - level 3B	\$1,646.06 per annum
Leadership allowance - level 3C	\$1,120.72 per annum
Educational leader allowance - 5 days or more per week	\$4,412.84 per year
Educational leader allowance - 4 days per week	\$3,530.28 per year
Educational leader allowance - 3 days per week	\$2,647.71 per year
Educational leader allowance - 2 days per week	\$1,765.14 per year
Educational leader allowance - 1 day per week	\$882.57 per year
Vehicle allowance - motor car	\$0.99 per km up to a maximum of 400 kms per week
Vehicle allowance - motorcycle	\$0.33 per km up to a maximum of 400 kms per week