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Brisbane Catholic Education pay scale 2026

Figures checked 17 October 2026
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Brisbane Catholic Education (BCE) teachers earn $86,601 as a graduate to $124,725 at Proficient 8 and $126,797 as an Experienced Proficient Teacher, on rates from 5 July 2025. Highly Accomplished is $134,696 and Lead $147,050. No 2026 rise has been paid. Staff vote from 19 to 29 October 2026 on an offer of 4%, 3.5% and 3.5%.

BCE teacher salaries (full-time, before tax, excluding super)

Classification	From 1 Jul 2023	From 1 Jul 2024	From 5 Jul 2025 (current)
3-year trained Step 1	$72,287	$74,455	$76,689
3-year trained Step 2	$74,761	$77,004	$79,314
Graduate	$81,627	$84,077	$86,601
Proficient 1	$85,616	$88,186	$90,832
Proficient 2	$89,681	$92,371	$95,142
Proficient 3	$93,902	$96,720	$99,622
Proficient 4	$101,789	$104,841	$107,989
Proficient 5	$105,848	$109,023	$112,296
Proficient 6	$108,358	$111,609	$114,957
Proficient 7	$113,328	$116,727	$120,230
Proficient 8	$117,565	$121,092	$124,725
Experienced Proficient Teacher (EPT)	$119,516	$123,101	$126,797
Highly Accomplished Teacher	$126,962	$130,771	$134,696
Lead Teacher	$138,606	$142,764	$147,050

Sources: EB10 Schedule S1.1 (2023 and 2024) and BCE's Teacher Salary Scale 2025 (2025 column). The rises were 4% (2023), 3% (2024) and 3% from 5 July 2025, the last set at the Queensland state headline rise. You need 3 years' full-time-equivalent service on Proficient 8 to reach EPT (cl 4.15). The other dioceses applied the same 2025 rise, but we read only BCE's schedule.

What 4% would mean at three points on the scale (our calculation, if approved)

Classification	Current (5 Jul 2025)	About, with 4%
Graduate	$86,601	About $90,065
Proficient 8	$124,725	About $129,714
EPT	$126,797	About $131,869

These are our own estimates (current rate x 1.04). The employers have not published a 2026 salary table, and we have not read the proposed EB11 text, so we cannot confirm the exact rates or the date the 4% would apply from.

BCE vs Queensland state schools, as at 17 October 2026

Point on the scale	BCE (5 Jul 2025)	State school (from Sep 2026)	Difference
Graduate	$86,601	$90,164 (Band 2 Step 1)	State $3,563 ahead
Top incremental step	$124,725 (Proficient 8)	$119,357 (Band 3 Step 4)	BCE $5,368 ahead
Senior classroom role	$126,797 (EPT)	$127,549 (Experienced Senior Teacher)	State $752 ahead
Highly Accomplished	$134,696	$134,694	Level
Lead Teacher	$147,050	$147,050	Level

State figures from the Department of Education salary schedule (updated 1 September 2026). The state system also has a Senior Teacher step ($124,601). The IEU says state arbitration has 'no direct impact' on Catholic bargaining.

BCE middle leader allowances (2025 rates)

Tier	Allowance
Tier 1.1	$6,517

Tier	Allowance
Tier 1.2	$9,773
Tier 2	$13,026
Tier 2.2	$16,274
Tier 3	$19,536
Tier 3.2	$22,792
Tiers 4-5	$23,637

Teachers on Proficient 1 to 4 get the allowance on top of salary. Teachers on Proficient 5 to 8 get a substantive salary instead: $137,754 (Tier 2) to $148,362 (Tiers 4-5) in 2025. BCE Primary Learning Leader 1 to 4 allowances mirror Tiers 1.1 to 2.2.

Sources: Fair Work Commission: Diocesan Schools of Queensland agreement AE522955 (PDF) (https://www.fwc.gov.au/documents/agreements/fwa/ae522955.pdf); Brisbane Catholic Education: Teacher Salary Scale 2025 (PDF) (https://www.bne.catholic.edu.au/ArticleDocuments/700/Teacher%20Salary%20Scale%202025.pdf.aspx); Fair Work Commission: Religious Institute Schools of Queensland agreement AE522956 (PDF) (https://www.fwc.gov.au/documents/agreements/fwa/ae522956.pdf); IEU-QNT: Action now (EB11 ballot) (https://ieuqnt.org.au/actionnow/); IEU-QNT: Bargaining Loop #6 (https://ieuqnt.org.au/bargaining-loop-6/); IEU-QNT: Employee claims and employer responses (13 Oct 2026, PDF) (https://ieuqnt.org.au/wp-content/uploads/2026/10/Employee-claims-and-employer-responses-v4-as-at-13-10-26.pdf)

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