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Victorian Catholic (MACS) teacher pay scale 2026

Figures checked 28 October 2026
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MACS and other Victorian Catholic teachers are still paid the 1 July 2025 rates: $79,589 (T1-1) to $118,063 (T2-6). No 2026 rise has been paid. The employers' proposed 2026 agreement would lift the scale to $92,882 to $133,456 from 1 October 2026, matching the government deal, but it is not agreed and not yet payable.

Victorian Catholic teacher salaries under CEMEA 2022 (full-time, before tax, excluding super)

Step	From 1 Jan 2025	From 1 Jul 2025 (still current)
T1-1 (graduate)	$78,801	$79,589
T1-2	$80,868	$81,676
T1-3	$83,852	$84,690
T1-4	$86,945	$87,814
T1-5	$90,154	$91,056
T2-1	$93,480	$94,415
T2-2	$96,929	$97,899
T2-3	$100,506	$101,512
T2-4	$104,216	$105,258
T2-5	$108,061	$109,142
T2-6 (top)	$116,894	$118,063

Source: CEMEA 2022, Schedule 1. The schedule has no Learning Specialist or Leading Teacher classification. These are the same rates as the government VGSA 2022 schedule for the same dates.

Positions of Leadership (POL) allowances

Allowance	Current (1 Jul 2025)	Proposed from 1 Oct 2026
POL 1	$3,133	$3,533
POL 2	$6,326	$7,133
POL 3	$9,629	$10,857
POL 4	$13,018	$14,678

POL allowances are paid from a pool, and a school's Consultative Committee can set other amounts (cl 61.3). Proposed figures are from the employers' October 2026 tables and are not agreed.

Proposed Victorian Catholic salaries (employer proposal, not agreed)

Step	Current	From 10 Aug 2026	From 1 Oct 2026	From 1 Nov 2027	From 1 Nov 2029
T1-1	$79,589	$84,631	$92,882	$96,598	$105,384
T1-5	$91,056	$94,901	$104,154	$108,320	$118,173
T2-1	$94,415	$97,274	$106,758	$111,028	$121,127
T2-3	$101,512	$104,585	$114,782	$119,373	$130,232
T2-5	$109,142	$112,446	$123,409	$128,346	$140,020
T2-6	$118,063	$121,600	$133,456	$138,794	$151,419

Source: VCEA proposed salaries file (October 2026). A further 4% is proposed from 1 November 2028 (T1-1 $100,462, T2-6 $144,346). Proposed nominal expiry 31 December 2029.

Victorian Catholic bargaining timeline

Date	What happened
28 Oct 2025	Employers put an offer of at least 7% from January 2026 plus $1,500 straight to staff. It failed: 45% yes, with more than 25,000 voting. The January 2026 rise was never paid.
7 Nov 2025	Employers say no rises will be paid before an agreement is made and approved.

Date	What happened
12 Jun 2026	Second offer: match the government agreement increases.
16-26 Jun 2026	FWC hearing on the IEU's application for a single interest authorisation covering 24 employers. No decision found as at mid-October.
15 Sep 2026	Third Catholic offer, with backdating to 10 August if in-principle agreement is reached by 15 November.
17 Sep 2026	Government school staff vote 93.1% yes to VGSA 2026.
5-9 Oct 2026	IEU: no in-principle agreement. Concerns over time in lieu, after-school meeting hours and the POL pool.
15 Oct 2026	VCEA posts proposed salary tables and says it is hopeful of agreement within four weeks.

Sources: Catholic Education Multi-Enterprise Agreement 2022 (IEU copy, PDF) (https://ieuvictas.squarespace.com/s/VictorianCatholicEducationMultiEmployerAgreementFWC.pdf); VCEA: Proposed salaries, VCEMEA 2026 (XLSX) (https://eb.catholic.edu.au/wp-content/uploads/2026/10/Proposed-salaries-VCEMEA-2026-1.xlsx); IEU Victoria Tasmania: Catholic offer update (https://ieuvictas.org.au/news/vceaoffer); Premier of Victoria: deal for education staff pay rise (17 Sep 2026) (https://www.premier.vic.gov.au/labor-seals-deal-education-staff-pay-rise)

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