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NSW and ACT Catholic teacher pay scale 2026

Figures checked 17 October 2026
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Most NSW Catholic systemic teachers earn $92,882 (Step 1) to $133,422 (Step 7) from 9 October 2026, and $141,997 with Highly Accomplished or Lead accreditation. That covers nine dioceses under one agreement plus Parramatta, which has its own agreement at the same rates. Broken Bay pays more: $95,193 to $136,742 from 1 October 2026.

NSW and ACT Catholic diocesan agreements, as at 17 October 2026

Diocese / employer	Agreement	Nominal expiry	Pay
Sydney (SCS)	NSW and ACT Catholic Systemic Schools EA 2025 (AE531578)	9 Oct 2027	Table A1
Armidale, Bathurst, Lismore, Maitland-Newcastle, Wagga Wagga, Wilcannia-Forbes, Wollongong	Same agreement	9 Oct 2027	Table A1
Canberra-Goulburn (CECG)	Same agreement	9 Oct 2027	ACT schools: Table A2. NSW schools: Table A1
Parramatta (CSPD)	Catholic Schools Parramatta Diocese Ltd Schools EA 2025 (AE531390)	9 Oct 2027	Identical to Table A1
Broken Bay	Catholic Schools Broken Bay EA 2024 (AE527705)	29 Jan 2029	Own band structure, about 2.8% higher

Principals in these dioceses are on separate 2025 principals' agreements, which this page does not cover.

NSW Catholic systemic teacher salaries (full-time, before tax, excluding super)

Step	From 9 Oct 2024	From 9 Oct 2025	From 9 Oct 2026 (current)
Conditionally Accredited L1 (CECG only)	$79,057	$81,429	$83,872
Conditionally Accredited L2 (CECG only)	$83,283	$85,781	$88,354
Step 1 (Graduate)	$87,550	$90,177	$92,882
Step 2 (Graduate)	$94,155	$96,980	$99,889
Step 3 (Proficient)	$98,177	$101,122	$104,156
Step 4	$102,197	$105,263	$108,421
Step 5	$109,315	$112,594	$115,972
Step 6	$117,538	$121,064	$124,696
Step 7 (top Proficient)	$125,763	$129,536	$133,422
Highly Accomplished / Lead	$133,846	$137,861	$141,997

Source: NSW and ACT Catholic Systemic Schools EA 2025, Table A1. Every column is the NSW public school scale for the same date.

Broken Bay Catholic teacher salaries (full-time, before tax)

Classification	From 1 Oct 2025	From 1 Oct 2026 (current)	From 1 Oct 2027 (fixed)
Conditionally Accredited L1	$83,343	$85,844	$88,419
Band 1 L1 (Graduate)	$92,420	$95,193	$98,048
Band 1 L2	$99,394	$102,375	$105,447
Band 2 L1	$103,638	$106,747	$109,949
Band 2 L2	$107,882	$111,118	$114,452
Band 2 L3	$115,396	$118,857	$122,423
Band 2 L4	$124,077	$127,799	$131,633
Band 2 L5 (top)	$132,759	$136,742	$140,844
Band 3 (Highly Accomplished)	$141,292	$145,531	$149,897

Source: Catholic Schools Broken Bay EA 2024 (AE527705), Schedule A. Our copy of the agreement is a scanned PDF, so check these against your payslip. Conditionally Accredited L2 is the same as Band 1 L1.

Main allowances, NSW Catholic systemic agreement, from 9 October 2026

Allowance	Amount	Notes
Coordinator 1 / 2 / 3	$10,374 / $20,743 / $31,116	On top of salary. CECG's NSW schools have C1 and C2 only. Wollongong Middle Leaders are paid at these rates
Assistant Principal, primary (not SCS)	$32,924 to $49,399	Allowance by enrolment, from 101-250 students to 801+
Assistant Principal, secondary (not SCS)	$40,859 to $57,936	Allowance by enrolment, from 201-300 students to 1,201+
Assistant Principal at SCS	$166,341 to $197,279	Full salary, not an allowance
Special education	$3,851	Annual allowance
Geographic: Armidale / Wilcannia-Forbes / Canberra-Goulburn	$3,586 / $3,390 / $2,342	Annual allowances

Broken Bay's own rates from 1 October 2026: Coordinator 1 $10,635, C2 $21,263, C3 $31,894; primary AP $33,745 to $50,629; secondary AP $41,878 to $59,381.

Sources: NSW and ACT Catholic Systemic Schools EA 2025 (IEU copy, PDF) (https://www.ieu.asn.au/wp-content/uploads/2026/01/The-NSW-and-ACT-Catholic-Schools-Enterprise-Agreement-2025.pdf); Fair Work Commission: agreement AE531578 (PDF) (https://www.fwc.gov.au/documents/agreements/fwa/ae531578.pdf); Catholic Schools Parramatta Diocese Ltd Schools EA 2025 (IEU copy, PDF) (https://www.ieu.asn.au/wp-content/uploads/2026/01/Catholic-Schools-Parramatta-Diocese-Limited-Schools-Enterprise-Agreement-2025.pdf); Catholic Schools Broken Bay EA 2024 (IEU copy, PDF) (https://www.ieu.asn.au/wp-content/uploads/2025/02/Catholic-Schools-Broken-Bay-Agreement-2024.pdf); ATO: FBT rebatable employers (https://www.ato.gov.au/businesses-and-organisations/hiring-and-paying-your-workers/fringe-benefits-tax/fbt-concessions-for-not-for-profit-organisations/fbt-rebatable-employers)

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