ACT Government proposal

ACT Public Sector Education Directorate (Teaching Staff) Enterprise Agreement 2026-2029

Updated offer - 6 November 2026

Acknowledgement of Country

The Education Directorate acknowledges the Ngunnawal people as traditional custodians of the ACT and recognise any other people or families with connection to the lands of the ACT and region. The Government also acknowledges the Wreck Bay peoples as traditional owners and custodians of the lands on which Jervis Bay School is located. The ACT Government respects the continuing culture, and the contribution that Aboriginal and Torres Strait Islander peoples make to the life of the region.

We respect the Aboriginal and Torres Strait Islander people, particularly our Aboriginal and Torres Strait Islander staff, and their continuing culture and contribution they make to the Canberra region and the life of our city.

ACT Government

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A substantially improved offer

The ACT Government is putting forward an updated offer for a new *ACT Public Sector Education Directorate (Teaching Staff) Enterprise Agreement 2026–2029.*

The updated offer builds on the Government's September proposal and reflects the significant progress made through bargaining. It represents a **$212.3 million investment in additional pay, conditions and support for teachers, school leaders and school psychologists.**

ACT public school teachers will be the highest paid teachers in the country on base salary outside of the Northern Territory from the start of the 2027 school year and throughout the life of the proposed Agreement.

The updated offer responds to concerns raised about pay, staffing pressures and the need for greater clarity about how key commitments will operate in practice. It includes significant further improvements, including:

- further salary improvements for teachers that build on the additional salary improvements already provided for teachers and School Leader Cs;
- back pay to July 2026, subject to employee approval of the proposed Agreement;
- a new **Staffing Guarantee**, strengthening system responsibility for identifying, monitoring and responding to staffing pressures;
- stronger arrangements for system oversight, escalation and intervention where staffing pressures arise; and
- greater clarity about the practical measures supporting workload, class arrangements and workplace safety.

These improvements strengthen an already significant package of proposed changes, including eight dedicated professional learning and professional practice days each year, improved allowances and leave entitlements, increased superannuation, and measures supporting implementation of *Future of Education: One Public Education System reforms.*

Taken together, the updated offer provides employees with improved financial benefits, more dedicated professional time and stronger system support for the workforce pressures being experienced across ACT public schools.

What the proposed Agreement will mean for employees

The proposed Agreement provides improvements to pay and conditions, dedicated professional time and employee support, while strengthening how staffing pressures, workload and workplace safety are managed across the ACT public school system

Higher pay and greater financial recognition

Employees will receive a 9% general salary increase over three years, delivered through twice-yearly 1.5% increases.

The updated offer provides additional salary adjustments for graduate teachers, experienced teachers at TL8 and School Leader Cs, over and above the general salary increases. For teachers, these additional adjustments will position ACT public school teachers as the highest paid in the country on **base salary** (except for the Northern Territory) from the start of the 2027 school year and **ensures they remain the highest paid** over the life of the proposed Agreement.

Subject to employee approval of the Agreement, salary increases will be backdated to July 2026. Employer superannuation will increase to 13% from 1 January 2028, and cost-of-living payments of $600 or $1,000 will be available where the applicable CPI thresholds are met.

The proposed Agreement also improves financial recognition for a range of additional responsibilities, including overnight camps and excursions, inclusive education, higher duties and designated VET teaching responsibilities.

More dedicated professional time

Teachers will have **eight dedicated professional learning and professional practice days each year**.

Four days will be teacher-directed professional practice days, providing dedicated time for work including planning, preparation, assessment, reporting, professional collaboration, curriculum and program development and implementation of system reforms.

Four days will be system-directed professional learning days, providing dedicated time for professional learning associated with Directorate priorities, system reforms, legislative requirements and professional capability development.

Providing dedicated time for both professional practice and system priorities is intended to support teachers to undertake this work without simply adding further requirements to existing workload.

Greater system responsibility for staffing pressures

The proposed Agreement introduces **a new Staffing Guarantee** for ACT public schools.

The Staffing Guarantee strengthens system responsibility for identifying, monitoring and responding to staffing pressures. It will provide greater system oversight and establish processes for escalation and intervention where staffing requirements are not being, or are unlikely to be, met.

This means that responsibility for responding to staffing pressures will not rest with individual schools alone.

Depending on the circumstances, responses may include workforce, recruitment, deployment, operational, program and resourcing measures or alternative delivery arrangements.

Stronger workload protections

The proposed Agreement will be supported by an improved class size framework that recognises **class composition as well as class size** as a factor affecting teacher workload.

The framework will provide stronger pathways for employees to raise workload concerns, additional supports at the system, school, class and student levels, greater system oversight and annual reporting on performance against the class size policy.

Safer workplaces

Occupational violence of any kind is unacceptable in Directorate workplaces.

The proposed Agreement strengthens the Directorate's work health and safety commitments.

This includes stronger arrangements for identifying, assessing and managing physical and psychosocial hazards and risks, preventing and managing occupational violence, responding to incidents and supporting affected employees.

Stronger recognition and support for Aboriginal and Torres Strait Islander employees

The proposed Agreement provides increased recognition and support for Aboriginal and Torres Strait Islander employees.

Paid ceremonial leave will increase to 10 days each year, cultural expertise will be recognised through salary progression and Attraction and Retention Incentive arrangements, and a new First Nations Mentor Program will support cultural safety, professional growth and career development.

Investing in the future of public education

The proposed Agreement supports the Government’s Future of Education: One Public Education System reforms, backed by a $9.326 million investment to commence implementation of agreed reforms. This includes the new Staffing Guarantee, improved school resourcing and oversight, measures intended to reduce reliance on split and collapsed classes, and a renewed approach to teacher and school leader mobility.

Supporting school psychologists

School psychologists will benefit from the 9% general salary increase delivered through twice-yearly 1.5% increases, and broader improvements to superannuation, leave, higher duties and workplace safety. The proposed Agreement reflects a commitment to clarifying arrangements specifically applying to school psychologists, including progression, mobility and clinical supervision, while continuing to recognise general registration through commencement at the third school psychologist pay point.

Supporting School Leaders

School leaders will benefit from the broader pay and conditions improvements in the proposed Agreement, with additional salary adjustments for School Leader Cs. The updated principal classification framework also provides greater flexibility, transparency and opportunities for progression.

The Directorate recognises the important contributions of school leaders B and C but also acknowledges inconsistencies and opportunities to clarify responsibilities for school leaders. Together with the AEU, the Directorate has committed to reviewing their roles to ensure expectations are clear, leadership responsibilities are balanced, career pathways are strengthened, and workloads support wellbeing and work-life balance.

Improved leave and support

Employees will benefit from improved leave arrangements, including 24 weeks paid parental leave for birthing parents and 18 weeks for non-birthing parents, with more flexible access over a 24-month period.

Evidence-free personal leave will increase from 7 to 10 days, reproductive leave and support following pregnancy loss will be strengthened, and the cap on Family, Domestic and Sexual Violence Leave will be removed.

What has changed in this offer?

This updated offer represents significant further movement from the Government's September proposal.

The key changes are further salary improvements for teachers that build on the additional salary improvements already provided for teachers and School Leader Cs and a new Staffing Guarantee that strengthens system responsibility for identifying, monitoring and responding to staffing pressures. The updated offer also provides greater clarity about back pay arrangements and strengthens the measures supporting workload and workplace safety.

These improvements build on the significant benefits already included in the September offer, including eight dedicated professional learning and practice days each year, improved allowances, leave and superannuation, and measures supporting implementation of *Future of Education: One Public Education System reforms.*

Further, the ACT Government is committed to ensuring any remuneration changes applied to the Common Core in this round of bargaining will apply to employees covered by the proposed Agreement. That means while the ACTPS Common Core remuneration offer has not yet been

finalised, any improvements to that offer will also be applied to employees covered by the proposed Agreement through an appropriate mechanism.

Pay and financial benefits

Delivering the Government's commitment to make ACT teachers the highest paid in the country

The ACT Government has committed to making ACT public school teachers the highest paid teachers in the country.

Under the updated offer, ACT public school teachers will be the highest paid teachers in the country **on base salary** outside of the Northern Territory, from the start of the 2027 school year and throughout the life of the proposed Agreement.

This will be achieved through additional salary adjustments, over and above the 1.5% salary increases as follows:

- for our most experienced teachers at **TL8**, an additional salary adjustment of **$1,850 from 11 February 2027**, and a further additional salary adjustment of **$1,223 from 8 February 2029**;
- for graduate teachers at **TL1**, an additional increment adjustment of **$536 from 8 February 2029**; and
- for **School Leader Cs**, an additional increment adjustment of **$5,027 for SLC1** and **$4,915 for SLC2 from 11 February 2027**.

These adjustments deliver additional salary increases for graduate and experienced teachers and ensure they remain the highest paid teachers in the country outside of the Northern Territory, on both **base salary and total remuneration comprising salary and superannuation** at each ACTPS salary increase over the life of the proposed Agreement.

Salary Increases

The proposed Agreement provides a 9% general salary increase over three years, delivered through twice-yearly increases of 1.5%.

The salary tables below show the increases that will apply to each classification over the life of the proposed Agreement, including the additional increment adjustments for TL1, TL8 and School Leader Cs.

Teachers

Classification	Dec 2025 (current)	Jul 2026 +1.5%	Feb 2027 +1.5%	Jul 2027 +1.5%	Feb 2028 +1.5%	Jul 2028 +1.5%	Feb 2029 +1.5%
TL1	$91,396	$92,767	$94,158	$95,571	$97,004	$98,459	$100,472[1]
TL2	$100,006	$101,506	$103,029	$104,574	$106,143	$107,735	$109,351
TL3	$104,314	$105,879	$107,467	$109,079	$110,715	$112,376	$114,061
TL4	$108,619	$110,248	$111,902	$113,581	$115,284	$117,014	$118,769
TL5	$112,924	$114,618	$116,337	$118,082	$119,853	$121,651	$123,476
TL6	$120,102	$121,904	$123,732	$125,588	$127,472	$129,384	$131,325
TL7	$127,276	$129,185	$131,123	$133,090	$135,086	$137,112	$139,169
TL8	$129,106	$131,043	$134,858[2]	$136,881	$138,934	$141,018	$144,356[3]

School Leaders

Classification	Dec 2025 (current)	Jul 2026 +1.5%	Feb 2027 +1.5%	Jul 2027 +1.5%	Feb 2028 +1.5%	Jul 2028 +1.5%	Feb 2029 +1.5%
SLC1	$145,938	$148,127	$155,376[4]	$157,706	$160,072	$162,473	$164,911
SLC2	$149,107	$151,344	$158,529[5]	$160,906	$163,320	$165,770	$168,256
SLB1	$168,900	$171,434	$174,005	$176,615	$179,265	$181,954	$184,683
SLB2	$173,125	$175,722	$178,358	$181,033	$183,749	$186,505	$189,303
SLA1	$195,885	$198,824	$201,806	$204,833	$207,906	$211,024	$214,190
SLA2	$210,521	$213,679	$216,884	$220,138	$223,440	$226,791	$230,193
SLA3	$225,158	$228,535	$231,963	$235,442	$238,974	$242,558	$246,197

[1] TL1 additional salary increase of $536 in addition to the 1.5% increase effective 8 February 2029.
[2] TL8 additional salary increase of $1,850 in addition to the 1.5% increase effective 11 February 2027.
[3] TL8 additional salary increase of $1,223 in addition to the 1.5% increase effective 8 February 2029.
[4] SLC1 increment adjustment of $5,027 in addition to the 1.5% increase effective 11 February 2027.
[5] SLC2 increment adjustment of $4,915 in addition to the 1.5% increase effective 11 February 2027.

School Psychologists

Classification	Dec 2025 (current)	Jul 2026 +1.5%	Feb 2027 +1.5%	Jul 2027 +1.5%	Feb 2028 +1.5%	Jul 2028 +1.5%	Feb 2029 +1.5%
New School Psychologist	$98,571	$100,050	$101,550	$103,074	$104,619	$106,189	$107,782
	$102,880	$104,423	$105,990	$107,579	$109,193	$110,831	$112,493
	$107,184[6]	**$108,792**	**$110,424**	**$112,080**	**$113,761**	**$115,468**	**$117,200**
Experienced School Psychologist 1	$111,489	$113,161	$114,859	$116,582	$118,330	$120,105	$121,907
	$115,795	$117,532	$119,295	$121,084	$122,901	$124,744	$126,615
	$120,103	$121,905	$123,733	$125,589	$127,473	$129,385	$131,326
	$124,407	$126,273	$128,167	$130,090	$132,041	$134,022	$136,032
Experienced School Psychologist 2	$131,584	$133,558	$135,561	$137,595	$139,658	$141,753	$143,880
	$138,761	$140,842	$142,955	$145,099	$147,276	$149,485	$151,727
Senior Psychologist	$157,421	$159,782	$162,179	$164,612	$167,081	$169,587	$172,131
Manager Psychologist	$180,384	$183,090	$185,836	$188,624	$191,453	$194,325	$197,240
Senior Manager Clinical Practice	$198,652	$201,632	$204,656	$207,726	$210,842	$214,005	$217,215

Permit to Teach

Classification	Dec 2025 (current)	Jul 2026 +1.5%	Feb 2027 +1.5%	Jul 2027 +1.5%	Feb 2028 +1.5%	Jul 2028 +1.5%	Feb 2029 +1.5%
PTT	$82,796	$84,038	$85,298	$86,578	$87,877	$89,195	$90,533

[6] School Psychologists who hold general registration commence at the third pay point (SP1.3)

Casual teachers

Classification	Dec 2025 (current)	Jul 2026 +1.5%	Feb 2027 +1.5%	Jul 2027 +1.5%	Feb 2028 +1.5%	Jul 2028 +1.5%	Feb 2029 +1.5%
Casual Permit to Teach	$329	$334	$339	$344	$349	$354	$360
Casual Rate 1	$451	$458	$465	$472	$479	$486	$493
Casual Rate 2	$558	$566	$575	$583	$592	$601	$610

Executive Education Leaders

Classification	Dec 2025 (current)	Jul 2026 +1.5%	Feb 2027 +1.5%	Jul 2027 +1.5%	Feb 2028 +1.5%	Jul 2028 +1.5%	Feb 2029 +1.5%
EEL	$263,195	$267,143	$271,150	$275,217	$279,346	$283,536	$287,789

How ACT teacher salaries compare

Teacher comparison

Timing	Classification	ACT Salary	VIC Salary	NSW Salary
February 2027	Graduate teacher	**$94,158**	$92,882	$92,882
	Top of range	**$134,858**	$133,456	$133,422

February 2028	Graduate teacher	**$97,004**	$96,598	NA[7]
	Top of range	**$138,934**	$138,794	NA
February 2029	Graduate teacher	**$100,472**	$100,462	NA
	Top of range	**$144,356**	$144,346	NA

Back pay of salary and allowances

Subject to employee approval of the Agreement, salary increases will be backdated to July 2026, ensuring employees receive the full benefit of the agreed salary increases from that date. If a 'yes' vote is received, it is anticipated **the first pay increase of 1.5% will be paid on 11 February 2027**, with back pay anticipated to be paid on 11 March 2027.

Approximate[8] back pay of salaries is outlined below by classification.

Back pay of salaries to July 2026

Classification	Approximate back pay Jul 26 – Feb 27 (gross)
TL1	$901
TL2	$986
TL3	$1,020
TL4	$1,071
TL5	$1,105
TL6	$1,173
TL7	$1,241
TL8	$1,258

[7] NSW Crown Employees (Teachers in Schools and Related Employees) Salaries and Conditions Award 2024 remains in force until 8 October 2027. Salary increases have not been determined past this date.
[8] All amounts are approximate and provided for illustrative purposes only. Amounts are based on an employee working full time and before tax (gross). Final amounts may differ. Excludes allowances and superannuation.

Classification	Approximate back pay Jul 26 – Feb 27 (gross)
SLC1	$1,428
SLC2	$1,445
SLB1	$1,666
SLB2	$1,700
SLA1	$1,921
SLA2	$2,057
SLA3	$2,210

Classification	Approximate back pay Jul 26 – Feb 27 (gross)
New School Psychologist	$969
	$1,003
	$1,054
Experienced School Psychologist 1	$1,088
	$1,139
	$1,173
	$1,207
Experienced School Psychologist 2	$1,275
	$1,360
Senior Psychologist	$1,547
Manager Psychologist	$1,751

Senior Manager Clinical Practice	$1,938

Cost of living payment

Where the 3% annual pay increase does not keep pace with inflation, a cost of living payment will apply as follows:

Agreement year	Percentage increase	Date of increase
Cost of Living Payment	$600 if CPI reaches 3.5% in the June quarter OR $1,000 if CPI reaches 4% in the June quarter.	If threshold met, September 2027 and/or 2028

Increase to superannuation

Superannuation contributions will increase to **13% on 1 January 2028**. This represents a 0.5% increase to superannuation.

ACT public school teachers, school leaders and school psychologists already receive some of the highest rates of employer superannuation contributions. This increase will position ACT public schools to have the highest rate of employer superannuation contributions for public schools in the country.

Dedicated time for professional learning and professional practice

The proposed Agreement recognises that teachers need dedicated time both for their professional responsibilities and for the professional learning required to understand and implement system priorities and reforms.

Teachers will have eight dedicated professional learning and professional practice days each year.

Teacher-directed professional practice days

Four days each year will be teacher-directed professional practice days, providing dedicated time for:

- planning and preparation;
- assessment and reporting;
- professional collaboration;
- curriculum and program development; and
- implementation, embedding and evaluation of system reforms.

On teacher-directed professional practice days, teachers will be available for work but will not be required to attend their usual workplace unless attendance is negotiated and agreed.

System-directed professional learning days

Four days each year will be system-directed professional learning days.

These days will provide dedicated professional learning associated with:

- Directorate priorities;
- system reforms;
- legislative requirements; and
- professional capability development.

Providing dedicated time for system-directed professional learning will support teachers to understand and implement system priorities without simply adding these requirements to existing workload.

Scheduling the days

The days will be scheduled as student-free days and published in advance as part of the school-year calendar.

Responding to staffing pressures

Staffing pressures can affect employee workload, access to entitlements and the day-to-day operation of schools.

The proposed Agreement introduces a new **Staffing Guarantee** to strengthen the way these pressures are identified, monitored and responded to across the ACT public school system.

Importantly, responsibility for responding to staffing pressures will not rest with individual schools alone.

The Staffing Guarantee

The Directorate will maintain a Staffing Guarantee that provides for core staffing allocations sufficient to:

- meet employee entitlements and conditions under the Agreement;
- maintain reasonable and sustainable employee workloads; and
- meet the educational, safety, supervision and inclusion requirements applying to ACT public schools.

The Staffing Guarantee Policy and associated procedures will provide for:

- determination of core staffing allocations to schools;
- identification, monitoring and assessment of staffing;
- actions where requirements cannot, or are likely not to, be met;
- reasonable workforce, recruitment, deployment, operational, program and resource responses;
- system oversight and escalation; and
- alternative delivery arrangements where required.

How the Staffing Guarantee will operate

The Staffing Guarantee Policy will be agreed between the Directorate and the AEU.

The Directorate will report quarterly to the Directorate Consultative Committee on operation of the Staffing Guarantee.

The Staffing Guarantee does not mean that every position, specialisation or employee absence will be filled at all times. **What changes is the level of system responsibility, oversight and action** where staffing pressures affect employee entitlements, sustainable workloads or the educational, safety, supervision and inclusion requirements of schools.

School resourcing and system support

The Staffing Guarantee is supported by broader measures to improve school resourcing, strengthen system oversight and minimise reliance on split and collapsed classes.

These measures include:

- a review of the **Student Resourcing Allocation**, to support school funding that is transparent, appropriately balanced for equity and aligned with system priorities;
- an **exceptions process for casual relief funding**, enabling schools to access additional funding where the cost of casual backfill exceeds their available budget allocation;
- mandatory use of the new absences module in the Student Administration System from 2027, providing **system-wide monitoring of split and collapsed classes** and better information to inform intervention; and
- continued investigation of the factors contributing to increased personal leave usage and measures that may assist in addressing identified drivers, recognising the importance of employees using personal leave when they are unwell or need to care for family, as well as the potential impact of workload and work intensity.

Together, these measures will provide greater visibility of staffing and resourcing pressures across the system and support more informed responses where additional assistance or intervention is required.

Attraction and Retention Incentives

Attraction and Retention Incentives may be used to support a more equitable distribution of workforce resources and to mobilise experienced and specialist teachers to schools where they are most needed.

The ARIn framework will also expressly recognise Aboriginal and Torres Strait Islander cultural expertise.

Sustainable workloads, class size and composition

The Government is committed to sustainable class arrangements that support student learning, quality teaching, sustainable workloads and teacher health and wellbeing.

An improved class size and composition policy will be implemented from the commencement of the 2027 school year.

The policy will:

- recognise workload impacts associated with class **composition as well as class size**;
- make class composition a key consideration in planning;
- provide that class size parameters may only be varied in **exceptional circumstances**;
- clear resolution options where concerns are raised about class size or composition;
- improve consistency across the system in planning and allocating classes;
- strengthen supports at the system, school, class and student levels;
- provide improved pathways for employees where workload concerns arise;
- strengthen system-level monitoring, oversight and assurance; and
- provide accountability through annual reporting on system performance against class size policy.

Responding to workload concerns

The strengthened policy will provide clearer pathways for employees to raise concerns about class size, class composition and associated workload.

Concerns will be considered having regard to the circumstances of the class and school, existing supports and whether additional school or system-level responses are required.

System monitoring will also provide greater visibility of workload pressures and support further action where broader or emerging issues are identified

Healthy and safe workplaces

Every employee is entitled to a healthy and safe workplace.

The proposed Agreement strengthens the Directorate's commitment to preventing and managing work health and safety risks.

Occupational Violence

Occupational violence of any kind is unacceptable in Directorate workplaces.

The Directorate will maintain policies and procedures for preventing and managing occupational violence, including arrangements for:

- prevention;
- risk management;
- incident response;
- employee support;
- information; and
- training.

Psychosocial health and safety

The Directorate will also maintain policies and procedures for identifying and managing psychosocial hazards and risks in the workplace.

This strengthens the recognition of psychosocial health and safety as part of the Directorate's broader work health and safety responsibilities.

Improved allowances and recognition

Overnight Camp and Excursion Allowance

School camps and excursions play an important role in enriching students' educational experiences.

The proposed Agreement introduces an **Overnight Camp and Excursion Allowance of $350 per night**, representing an investment of **$3.67 million**.

The allowance recognises the additional responsibility and time teachers and school leaders undertake when participating in overnight camps and excursions.

Inclusive Education Allowance

The Government will invest **$2.04 million** to increase the existing special education allowance by **37%**, from $3,338 to **$4,587 per annum** from July 2026.

The allowance will be renamed the Inclusive Education Allowance and will increase in line with salary increases over the life of the proposed Agreement.

The Directorate will also streamline administrative arrangements for employees working in specialist schools and Flexible Education.

Higher Duties Allowance

The Government will invest a further **$4.31 million** to provide Higher Duties Allowance from the first day of an eligible acting arrangement.

Teachers, school leaders and school psychologists acting in a position with a higher classification for one day or more will be paid Higher Duties Allowance.

This removes the existing five-day qualification requirement.

VET Teacher Allowance

Designated VET teachers delivering VET courses who are required to maintain industry-based qualifications will be eligible for an allowance of **$4,587 per annum**, paid in equal fortnightly instalments.

VET teachers will continue to be eligible to apply for study assistance, including financial assistance and paid leave for qualifications and industry placements.

Leading the way on leave conditions and entitlements

The proposed Agreement provides improved leave entitlements and greater flexibility and support at important times in employees' working and personal lives.

Parental leave

- The existing 24 weeks paid leave to birthing parents;
- 18 weeks paid leave for non-birthing parents;
- Expanded access to parental leave for both parents, with the option to take leave concurrently and flexibly within a 24-month period;

- Removal of the 12-month service requirement for permanent employees to access the new Parental Leave entitlement; and
- Additional paid leave will also be available when a baby is born before 37 weeks' gestation.

Personal and reproductive leave

Evidence free personal leave will increase from 7 to 10 days.

Eligibility for reproductive leave will be broadened and the entitlement increased to **10 paid days each year.**

New leave and support arrangements will also be available following pregnancy loss.

Family, Domestic and Sexual Violence Leave

The existing cap on Family, Domestic and Sexual Violence Leave will be removed.

The range of supports available to employees experiencing, or who have previously experienced, family, domestic or sexual violence will also be strengthened.

Other leave and workplace conditions

Other improvements include:

- Employees who are breastfeeding will continue to have access to one hour for breastfeeding or expressing milk, with the introduction of additional reasonable time provided, including when an employee cannot access appropriate facilities and they are required to travel from their workplace to feed their infant or to express milk.
- Introduction of a new clause addressing the use of artificial intelligence in the workplace.
- Extension of Religious Leave to cover other cultural purposes, including an additional day of paid leave each year.

Recognition and support for Aboriginal and Torres Strait Islander Employees

The proposed Agreement strengthens recognition and support for Aboriginal and Torres Strait Islander employees.

Ceremonial leave and working from Country

Paid Aboriginal and Torres Strait Islander ceremonial leave will increase to 10 days each year.

New provisions will also enable employees to work from Country following a ceremony or Sorry Business.

Recognition of cultural expertise

Aboriginal and Torres Strait Islander cultural expertise will be expressly recognised as relevant to salary progression and Attraction and Retention Incentive arrangements.

This recognises the additional cultural knowledge, skills and expertise required in particular roles.

First Nations Mentor Program

The Directorate will establish a First Nations Mentor Program to support:

- cultural safety;
- networking;
- professional growth; and
- career development.

Employees participating in the program will be provided with reasonable release time.

The design, operation and evaluation of the program will be undertaken in collaboration with Aboriginal and Torres Strait Islander employees and the AEU.

Investing in the future of public education

The proposed Agreement supports the Government's *Future of Education: One Public Education System* reforms, which respond to the ACT Public School System Resourcing Review.

The Government is investing **$9.326 million** to commence implementation of agreed reforms.

The reforms are intended to strengthen the way ACT public schools are supported as one system, including through more equitable resourcing, greater consistency and coordination, strengthened accountability and greater central support.

Key measures supported by the proposed Agreement include:

- the new Staffing Guarantee;
- improved school resourcing and system oversight;
- measures intended to minimise reliance on split and collapsed classes;
- dedicated professional learning and professional practice days;
- strengthened class size and class composition arrangements; and
  a renewed approach to teacher and school leader mobility.

A shared commitment

The proposed Agreement will recognise the important role employees and unions play in achieving *One Public Education System* and reflect a shared commitment to work collaboratively and in good faith to implement agreed reforms.

A joint implementation forum will support collaboration between the Directorate, employees and unions through implementation.

Supporting school psychologists

School psychologists will receive the 9% general salary increase delivered through twice-yearly 1.5% increases over the life of the proposed Agreement, with the first salary increase backdated to July 2026 subject to employee approval.

School psychologists will also benefit from broader improvements including increased employer superannuation, Higher Duties Allowance from the first day of an eligible acting arrangement, improved leave entitlements and strengthened work health and safety arrangements.

Professional progression and support

School psychologists who hold general registration will continue to commence at the third school psychologist pay point.

The Directorate commits to a review of Section U of the Agreement following the completion of the Organisation Design Program, to ensure Section U provides appropriate working conditions for employees.

Section U will be updated in relation to:

- progression;
- mobility; and
- clinical supervision.

Supporting school leaders

Additional salary adjustments for School Leader C's

In addition to the general salary increases, School Leader Cs will receive additional increment adjustments from 11 February 2027 of:

- **$5,027 for SLC1**; and
- **$4,915 for SLC2**.

Principal Classification

The updated principal classification framework is designed to recognise the complexity of the principal role while providing greater flexibility, transparency and opportunities for career progression.

Key changes include:

- a single School Leader A classification with greater flexibility to progress between band levels;
- more regular review of band levels, including on vacancy, appointment, placement and transfer;
- an updated Schools Weighted Index;
- clearer arrangements for system-initiated and principal-initiated variations;
- regular review and publication of the Schools Weighted Index;
- stronger guidance supporting career mobility and progression; and
- future review of the Schools Weighted Index model and methodology following the Student Resourcing Allocation review.

The revised framework provides a more transparent and flexible approach to principal classification, linking band levels more closely to school complexity and supporting the attraction, retention and mobility of experienced principals.

School leader role clarity

The Directorate acknowledges the variation in School Leader C and B roles across the ACT public school system.

A review of school leader roles will be undertaken in consultation with employees and the AEU.

Career development and workforce mobility

The proposed Agreement provides for a renewed approach to teacher and school leader mobility to better support career development, workforce planning and balanced workforce profiles across the ACT public school system.

Teacher and school leader mobility arrangements, including placement, transfer and associated guidelines, will be redesigned in consultation with employees and the AEU.

To enable the redesigned approach, the existing placement and transfer provisions will be removed from the proposed Agreement and replaced through the new mobility arrangements.

Other system improvements

- Incremental progression will transition from the common increment date to anniversary date for new teachers and school leaders. This will ensure more equitable application of incremental progression for employees.
- Salary Advancement Guidelines have been developed to consolidate all conditions relating to how teachers, school leaders and school psychologists progress through their respective classification structures and transitional arrangements to implement incremental progression on anniversary date.
- Improve clarity, consistency and risk management relating to suspension and cancellation of professional registration.
- A teacher librarian position description will be developed in consultation with employees and union during the life of the Agreement.