

Compare the Pair



HOW DO CATHOLIC SCHOOLS COMPARE: Catholic School versus Department School

	CATHOLIC SCHOOLS (CURRENT EA)	CATHOLIC SCHOOLS (CURRENT OFFER)	DEPARTMENT FOR EDUCATION SCHOOLS (CURRENT)
Teacher Top of Scale	\$116,162 (last increase May 2024)	\$123,234 (3% May 2025, 3% May 2026)	\$123,236
Education Support Officers (ESO) Grade 3	\$78,445 (last increase May 2024)	\$83,222 (3% May 2025, 3% May 2026)	\$92,870
Future salary increases		\$2,200 Cost of Living payment (one time and prorated for part time). Percentage increase to match Department, with minimum of 3% increases	Unknown
Paid Parental Leave	14 weeks	16 weeks	16 weeks minimum 20 weeks after 5 years of service
Family/Special Events Leave	2 days per year	2 days + up to 5 days paid Special Leave on specified grounds	15 days Special Leave per year
Paid Family and Domestic Violence Leave	15 days per year	10 days per year	15 days per year
Toileting Allowance	\$500 pa (fixed for the life of the Agreement)	\$1000 from date of Agreement	\$637 pa (indexed and better pro-rata rate)
Secondary Teacher: Face-to-Face	22 hours 30 minutes per week	22 hours from 2027 21.5 hours from 2028	21 hours, reducing to 20 hours (timing dependent on school category, completed by 2029)
Secondary Beginning Teacher: Face-to-Face	22 hours 30 minutes per week	Additional 0.1 FTE reduction in Student Contact Time (equivalent to 19hrs 48 mins from 2027 and 19 hours 21 mins from 2028)	18 hours 54 minutes per week reducing to 17 hours 54 mins (timing dependent on school category, completed by 2029)
Primary Teacher: Face-to-Face	24 hours per week	23.5 hours from 2027 23 hours from 2028	22.5 hours, reducing to 21.5 hours (timing dependent on school category, completed by 2029)
Primary Beginning Teacher: Face-to-Face	24 hours per week	Additional 0.1 FTE reduction in Student Contact Time (equivalent to 21hrs 9 mins from 2027 and 20 hours 42 mins from 2028)	20 hours 15 minutes per week reducing to 19 hours 15 mins (timing dependent on school category, completed by 2029)
Additional Relief Lessons above Load	Secondary: 16 hours per year Primary: 10 hours per year	Secondary: 16 hours per year Primary: 10 hours per year	Zero

CONTINUED OVERLEAF

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Curriculum Extension Activities	Cat 3 first 30 hours unpaid + 40 hours paid (\$28.50 per hour) per year Cat 2 first 20 hours unpaid then 30 hours paid (\$28.50 per hour) Cat 1 up to 5 hours unpaid	Cat 3 first 30 hours unpaid + 40 hours paid (\$45 per hour) per year Cat 2 first 20 hours unpaid then 30 hours paid (\$45 per hour) Cat 1 up to 5 hours unpaid	Zero
Guaranteed Minimum Non-instruction Time	No guarantee No protections		5 hours 40 minutes in 40 minute minimum blocks
Class Size: Rec-1	25	25 reduces to 24 from 2030	Dependent on educational disadvantage: Category 1-2: 18; Category 3: 21; Category 4: 21; Category 5-7: 24
Class Size: Year 2	29	29	Dependent on educational disadvantage: Category 1-2: 18; Category 3: 21; Category 4: 21; Category 5-7: 24
Class Size: Year 3	29	29	Dependent on educational disadvantage: Category 1-2: 22; Category 3-7: 26
Class Size: Years 4 - 6	29	29	30 average maximum across 3-7
Class Size: Years 7 - 10	30	30	29
Practical Class Size	24 students (only Home Ec and Tech Studies)	24 students (only Home Ec and Tech Studies)	Based on WHS risk assessment
Other Professional Activities (meetings, yard duties)	4 hours per week	4 hours per week	1 staff meeting of 1 hour per required per week. Yard duties not regulated.

Sources: My School (ACARA); South Australian School and Preschool Education Staff Enterprise Agreement 2024; South Australian Catholic Schools Enterprise Agreement 2020; Determination 3.2 Public Sector Employment Conditions Allowances and Reimbursements; Questions on Notice Budget Estimates June 2026

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