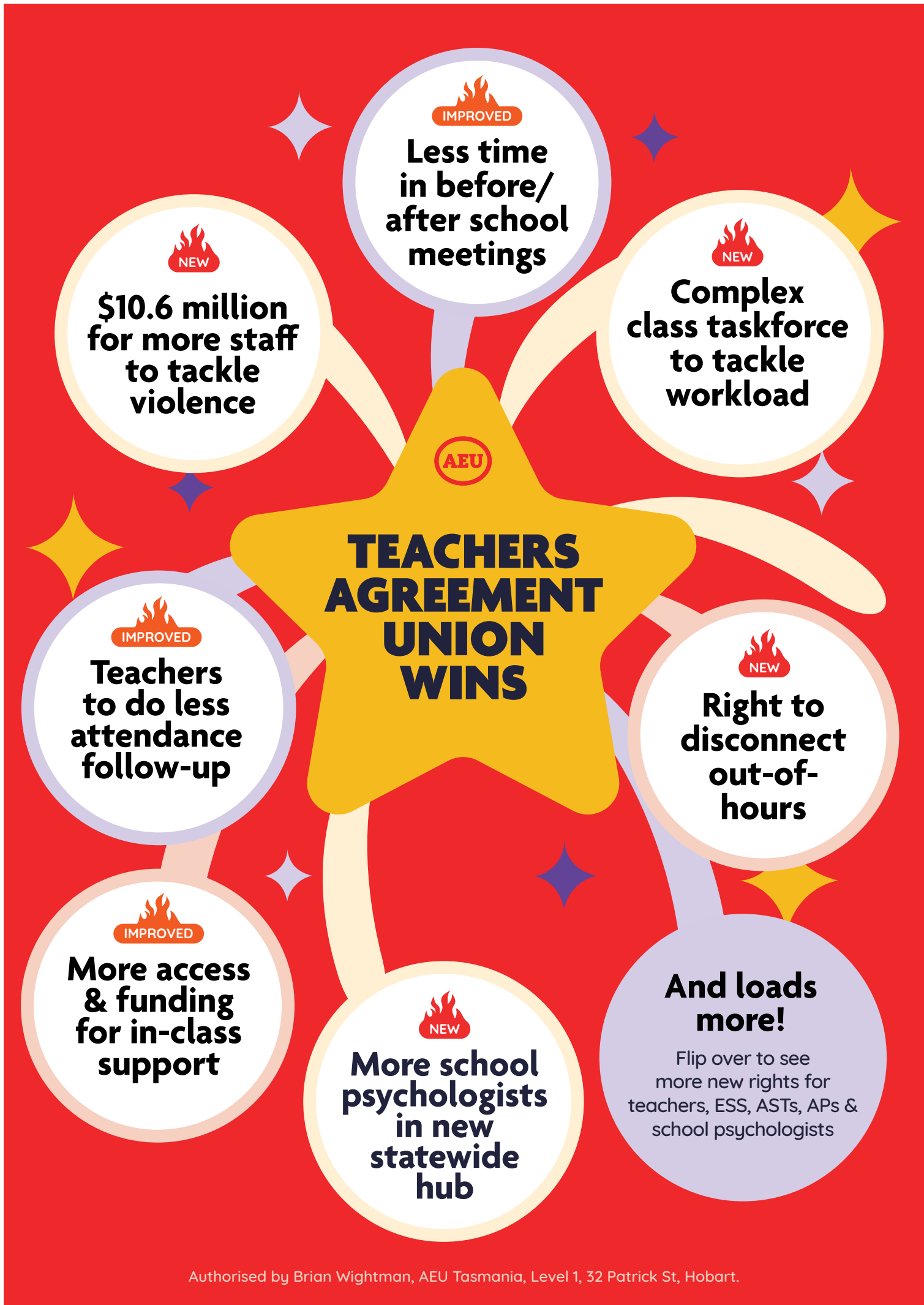
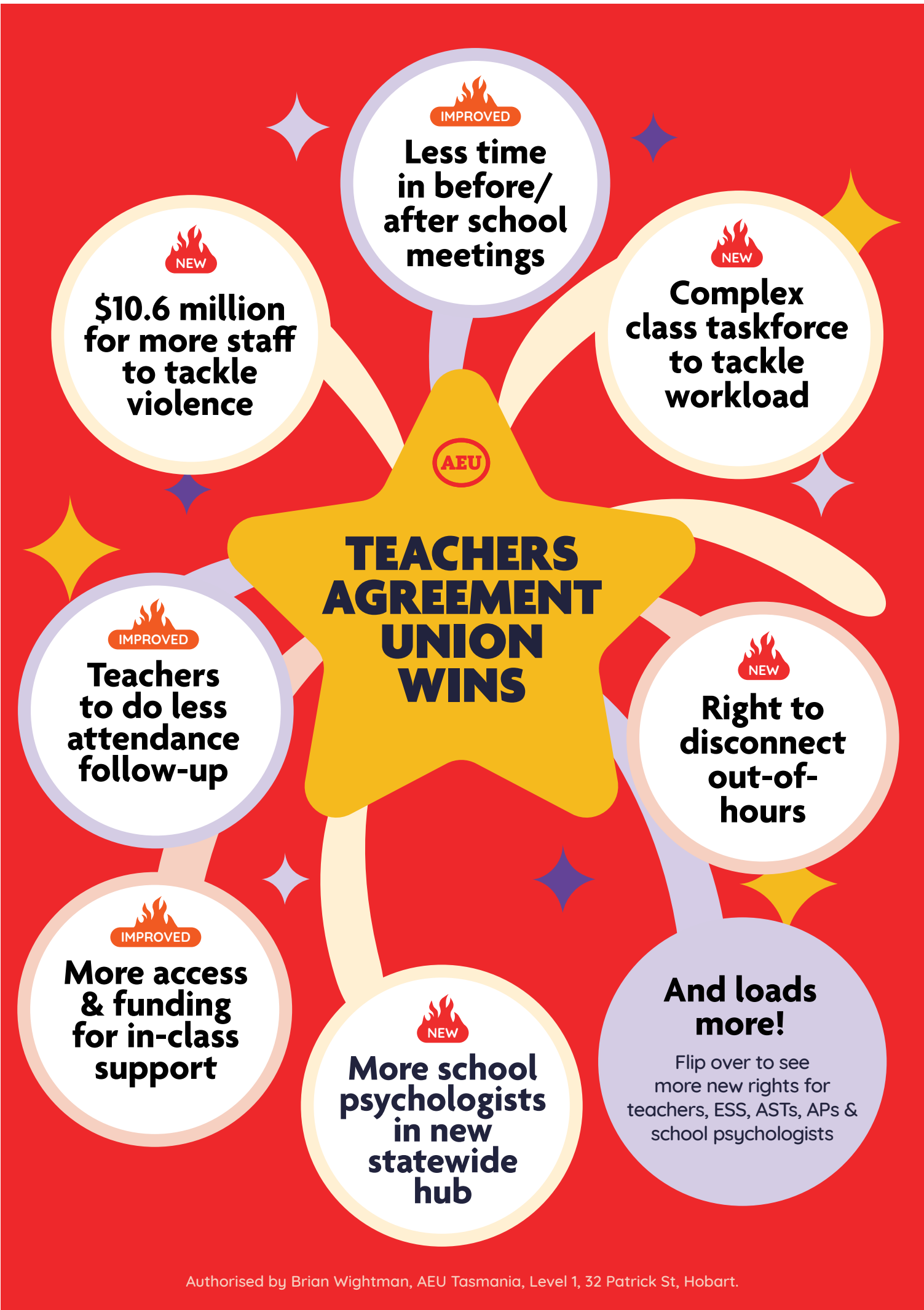




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Minimum 30-minute blocks from Term 3, 2026 & minimum 40-minute blocks from Term 1, 2027

**IMPROVED** **Start of year planning time locked in**  
1 day (pro rata) guaranteed for individual planning & preparation before the start of the school year

**IMPROVED** **Extra pay for extra instructional load when there's no relief**  
Get paid at 182% for each hour you work over your instructional load with approval from your Principal, up to 8 hours a fortnight. (Extra conditions apply for ASTs, APs & DPs.)

**NEW** **Overnight Student Activity allowance**  
\$44.95 per night when you're required to supervise & have responsibility for students during overnight school activities (in addition to camp allowance)

**IMPROVED** **Professional Activity days reduced to 3 per year**

**IMPROVED** **Relief Coordinator allowance increases**

**IMPROVED** **HDA payable after 1 day for APs & ASTs acting as Principals**

**IMPROVED** **ESS statements of duties will be reviewed**

**IMPROVED** **Fairer instructional load for LAT & early childhood teachers**

**IMPROVED** **BeTTR Time for early career school psychologists**

**NEW** **Personal leave can be used for medical appointments**

**IMPROVED** **Carers leave doubled**  
The amount of personal leave you can take for caring purposes has doubled from 10 days a year to 20 days a year (pro rata)

**NEW** **Reproductive leave**  
5 days off a year (pro rata) to manage reproductive health conditions and/or attend appointments



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