

SASPA Enterprise Bargaining Priorities

September 2026

Purpose:

SASPA seeks an Enterprise Bargaining outcome that recognises the increasing complexity of school leadership and support roles, strengthens leadership pathways, and gives schools greater flexibility to design workforce structures that respond to their context.

The following areas of focus are presented in order of priority.

1. Salary differentiation

Increase the salary differential between teachers and leadership classifications and review alignment of salary levels between AST2, HAT, Lead Teacher and Band B positions.

Ensure remuneration reflects the scope, accountability and complexity of leadership work and makes leadership a sustainable and attractive career pathway.

Review salary relativities across leadership classifications so increased responsibility is appropriately recognised.

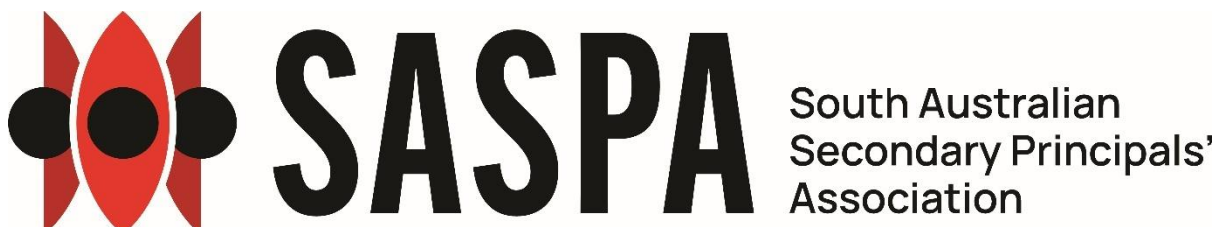
2. Comprehensive review of Band B and Deputy Principal arrangements

Undertake a comprehensive review of Band B classifications and Deputy Principal roles, responsibilities and industrial provisions.

Modernise classifications to better reflect contemporary leadership responsibilities and the differing complexity of large, small, B-12 and regional settings.

Provide greater flexibility in leadership structures, time allocations and remuneration arrangements so schools can configure leadership around local need.

Recognise broader responsibilities carried by leaders in small and regional schools and ensure sufficient leadership time to undertake the work effectively.



3. SSOs – roles, responsibilities and remuneration

Review SSO roles, job and person specifications, classification and remuneration to ensure pay reflects contemporary responsibilities, required skills and relevant labour-market expectations.

Address inconsistency in SSO roles and classifications across sites through clearer system-wide principles, while retaining flexibility for different school contexts.

Consider structures that support attraction and retention of skilled staff, including appropriate recognition of specialist and increasingly complex roles.

Review comparable roles across government to inform fair classification and remuneration arrangements.

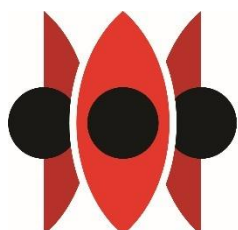
Underlying principles

The reforms should promote equity across school contexts, strengthen recruitment and retention, support sustainable succession planning, and ensure remuneration and conditions are commensurate with responsibility.

Yours sincerely,



Kirsty Amos
Chief Executive



SASPA

South Australian
Secondary Principals'
Association