

EDUCATION BUREAU CIRCULAR MEMORANDUM NO. 61/2025

From : Permanent Secretary for Education

To : Supervisors and Heads of Kindergartens,
Kindergarten-cum-Child Care Centres and
Schools with Kindergarten Classes joining
the Kindergarten Education Scheme

Ref. : 1253-2065-8045-9030-00002

Date : 10 April 2025

Salary-related Subsidies and Salary Ranges for Teaching Staff under the Kindergarten Education Scheme for the 2025/26 School Year

Summary

This circular memorandum informs kindergartens, kindergarten-cum-child care centres and schools with kindergarten classes (collectively referred to as KGs) joining the Kindergarten Education Scheme (the Scheme) the rates of salary-related subsidies and salary ranges for teaching staff in the 2025/26 school year.

Background

2. The Government announced on 20 July 2017 through the Education Bureau (EDB) Circular No. 13/2017 that the salary-related subsidies for teaching staff and the salary ranges for teaching staff for KGs joining the Scheme (Scheme-KGs) will be adjusted based on the annual civil service pay adjustment on a school year basis starting from the 2018/19 school year. These subsidies include the salary portion of the unit subsidy (half-day (HD), whole-day (WD) and long whole-day (LWD)) for teaching staff, Grant for Support to Non-Chinese Speaking Students (NCS Grant), Supply Teacher Grant, Staff Relief Grant for teachers taking paid maternity leave (ML) (Staff Relief Grant), Relief Grant for Appointment of Kindergarten Supply Teachers (Relief Grant), etc.

Details

Adjustment for the 2025/26 school year

3. Following the Government's announcement of pay freeze in 2025-26 for civil servants with effect from 1 April 2025, the **teaching staff salary portion** of the subsidies and the **salary ranges** for teaching staff for Scheme-KGs in the 2025/26 school year will not be adjusted. The rates of these salary-related subsidies in the 2025/26 school year are as follows:

Subsidy		Unit	Subsidy Rate (\$)
(a)	Basic HD unit subsidy ¹	per student per annum	38,780
(b)	WD unit subsidy ¹	per student per annum	50,410
(c)	LWD unit subsidy ¹	per student per annum	62,050
(d)	NCS Grant ²	per KG per annum	
		Tier 2	217,890
		Tier 3	435,780
		Tier 4	653,670
		Tier 5	871,560
(e)	Supply Teacher Grant and Relief Grant (for supply teachers possessing the qualifications of Certificate in Early Childhood Education (C(ECE)) or above)	per supply teacher per day	1,090
(f)	Staff Relief Grant (for supply teachers possessing the qualifications of C(ECE) or above) ³	per supply teacher per month (employment period is 90 consecutive calendar days or more)	Capped at the salary of the original teacher taking paid ML or the ceiling of the salary range for basic rank teachers listed in paragraph 4 below (whichever is the lower)
		per supply teacher per day (employment period is less than 90 calendar days)	1,090

¹ Unit subsidies cover teaching staff salary, supporting staff salary and other operating costs. Only the teaching staff salary portion of the subsidies is adjusted based on the civil service pay adjustment. The other portion of the subsidies is generally adjusted based on the movements of the Composite Consumer Price Index. For the amount of subsidies per instalment for the 2025/26 school year, please refer to Appendix 1 of the “Guidance Notes on Subsidy Disbursement” which will be uploaded to the Education Bureau’s website in due course (Home > Education System and Policy > Kindergarten Education > Kindergarten Education Scheme > 4. Circular > Salary-related Subsidies and Salary Ranges for Teaching Staff (2025/26 school year)).

² The tier 1 grant rate for NCS Grant is generally adjusted based on the movements of the Composite Consumer Price Index. For the 2025/26 school year, the grant rate is set at \$55,480. For details regarding the NCS Grant, please refer to [EDB Circular No. 14/2019](#).

³ For the monthly salary and the daily rates for teachers possessing other qualifications and supporting staff in the 2025/26 school year, please refer to the EDB’s website (https://www.edb.gov.hk/attachment/en/edu-system/preprimary-kindergarten/free-quality-kg-edu/Staff_Relief_Grant_for_ML_daily_rates_e_2526.pdf). For details regarding the application for Staff Relief Grant, please refer to [EDB Circular No. 17/2018](#).

4. The salary ranges for teaching staff for the 2025/26 school year are as follows:

Teaching Staff⁴	Salary Range (\$)
Class Teacher	25,060 – 44,570
Senior Teacher	33,430 – 52,940
Vice Principal	41,780 – 58,500
Principal II	47,370 – 65,480
Principal I	55,720 – 73,840

5. We would also like to take this opportunity to remind Scheme-KGs that they are not allowed to pay teaching staff salaries below the salary range for the corresponding position for teachers possessing the required qualifications (i.e. C(ECE) or above qualifications). For details, please refer to paragraphs 7 to 9 of Appendix 2 of the EDB Circular No. 7/2016.

Enquiries

6. For enquiries related to the contents of this circular memorandum, please contact the Kindergarten Administration 2 Section on 2892 6546. For school-specific enquiries, please contact the respective Senior School Development Officer/ Senior Services Officer.

Ms Kathy NG
for Permanent Secretary for Education

c.c. Heads of Sections - for information

⁴ The salary range for teachers is applicable to those possessing the qualifications of C(ECE) or above. KGs should also take into account their scale of operation and reasonableness in determining the rank of the Principal.